

Employee, Contractor and Applicant Privacy Notice

Effective Date: January 1, 2020

American Homes 4 Rent, L.P. (“**AH4R**”) provides this Employee, Contractor and Applicant Privacy Notice (this “**Notice**”) to explain our privacy practices regarding the collection and use of Personal Information (as defined under the California Consumer Privacy Act) for employees, covered dependents, contractors and potential employees and contractors.

Categories of Personal Information Collected

We collect the following categories of Personal Information from employees, covered dependents, contractors and potential employees and contractors:

- identifiers such as real name, former name(s), current and previous addresses, email address, date of birth, social security number, driver’s license, passport, permanent resident and other identification numbers;
- categories of “Personal Information” described in California Civil Code Section 1798.80(e) including some of the identifiers previously listed, telephone number, financial information and bank account numbers, medical information (e.g., sick days, work related accidents, ergonomic or other work place health evaluations) and health and auto insurance information;
- characteristics of protected classes such as marital status, race, gender, military status, disability information and age;
- internet or other electronic network activity information, including, without limitation, data regarding your use of AH4R systems, equipment and resources;
- geolocation data related to your use of AH4R systems, equipment and resources;
- professional or employment-related information, including employment history, references, certifications, licenses held, honors and awards, salary and performance evaluations and assessments;
- education information;
- other information regarding your employment or reasonably necessary to carry out your employment, including, payroll and tax information, your emergency contacts and beneficiaries and monitoring information from security systems and cameras; and
- inferences reflecting your preferences and characteristics and other information about you derived from the other categories of information above.

Use of Personal Information

We use your Personal Information to administer your employment or contractor application and employment and contractor relationships, including to:

- evaluate you as a potential employee and contractor;
- provide and administer compensation, benefits and other work-related entitlements and programs;
- provide you with information and otherwise communicate with you, other employees or contractors and third parties;
- monitor and ensure compliance with applicable laws and regulations and AH4R policies and procedures;
- respond to and comply with your requests and inquiries;
- manage AH4R systems, equipment and resources;
- comply with applicable laws and regulations, including required reporting;
- conduct safety and security systems and screenings;
- communicate with your designated contacts in case of an emergency; and
- conduct other legitimate business activities.

For questions regarding this Notice, please contact:

VP – Human Resources
American Homes 4 Rent
280 Pilot Road, Suite 200
Las Vegas, Nevada 89119
702-936-5082