

PRIVACY NOTICE

Applicants and Employees

As an applicant or employee, you have the right to know what categories of personal information Allianz Life Insurance Company of North America (Allianz) collects about you and the purposes for which such information is collected.

As used in this Privacy Notice, “personal information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, to you or your household. Personal information includes, but is not limited to, the categories of personal information identified below if such information identifies, relates to, describes, is reasonably capable of being associated with, or could be reasonably linked, directly or indirectly, with a particular individual or household.

If you have any questions regarding this Privacy Notice or collection and use of your personal information by Allianz, please email us at privacy@allianzlife.com. If you are an applicant or employee who resides in California, this Privacy Notice is intended to comply with the California Consumer Protection Act of 2018 (“CCPA”).

Allianz collects this information on behalf of itself and the following affiliates: Allianz Life Insurance Company of New York; Inforce Solutions, LLC; TruChoice Financial Group, LLC; AZOA Services Corporation; Allianz Reinsurance of America, Inc.; Allianz Real Estate of America LLC; Allianz Technology of America, Inc.

This privacy notice is effective January 1, 2020.

APPLICANTS

CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSES FOR WHICH WE COLLECT PERSONAL INFORMATION
Identifiers, such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol (IP) address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.	<ul style="list-style-type: none"> - Evaluate a potential employment relationship with you. - Perform background checks and verify past employment, educational history, and professional standing and qualifications. - Evaluate, determine, and arrange compensation, and payroll. - Assess your fitness and physical capacity for work. - Contact you regarding your application and potential employment relationship with us.
Financial information, including bank account number.	<ul style="list-style-type: none"> - For payroll purposes.
Characteristics of protected classifications under California or federal law, such as race, gender, physical or mental disability, and religion.	<ul style="list-style-type: none"> - As required by applicable local and federal laws. - To comply with anti-discrimination laws and government reporting obligations, to help ensure equal employment opportunities and for internal reporting purposes.
Internet or other electronic network activity information, such as browsing history, search history, and information regarding an individual’s interaction with an internet website, application, or advertisement.	<ul style="list-style-type: none"> - The technical administration and research and development of the Allianz Career Website.
Professional or employment-related information.	<ul style="list-style-type: none"> - As needed to engage with you regarding job opportunities.
Education information or other academic information.	

CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSES FOR WHICH WE COLLECT PERSONAL INFORMATION
Written signatures.	- As needed to indicate authorization, acceptance, agreement, etc. to terms relating to an application for or offer of employment.
<p>In addition to the purposes identified above, Allianz may use and disclose any and all personal information that we collect as necessary or appropriate to:</p> <ul style="list-style-type: none"> • Comply with laws and regulations, including (without limitation) applicable tax, health and safety, anti-discrimination, immigration, labor and employment, and social welfare laws. • Monitor, investigate, and enforce compliance with and potential breaches of Allianz policies and procedures and legal and regulatory requirements. • Comply with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summons. • Exercise or defend the legal rights of Allianz and its employees, affiliates, customers, contractors, and agents. 	

EMPLOYEES

(CURRENT AND FORMER)

CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSES FOR WHICH WE COLLECT PERSONAL INFORMATION
<p>Identifiers, such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol (IP) address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers.</p>	<ul style="list-style-type: none"> - Manage your employment or contractor relationship with us. - Compensation, payroll, tax, and benefits eligibility, enrollment, and administration. - Provide you access to Allianz systems, networks, databases, equipment, and facilities. - Workforce and performance management, including personnel planning, productivity monitoring, and evaluation. - Workforce development, education, training, and certification. - Monitor, maintain, and secure Allianz systems, networks, databases, equipment, and facilities. - Authenticate your identity and verify your access permissions. - Arrange, confirm, and monitor work-related travel, events, meetings, and other activities. - Assess your working capacity or the diagnosis, treatment or care of a condition impacting your fitness for work, and other preventative or occupational medicine purposes (including work-related injury and illness reporting). - Contact and communicate with you regarding your employment, job performance, compensation, and benefits, or in the event of a natural disaster or other emergency. - Contact and communicate with your designated emergency contacts in the event of an emergency, illness, or absence. - Contact and communicate with your dependents and designated beneficiaries in the event of an emergency or in connection with your benefits.
<p>Health insurance information, including an individual's insurance policy number or subscriber identification number, any unique identifier used by a health insurer to identify the individual, or any information in the individual's application and claims history.</p>	<ul style="list-style-type: none"> - If directly provided by you for benefits administration assistance, for workplace accommodation purposes, etc. - If you have enrolled in the company's medical plan, Allianz will receive limited information about your enrollment from the medical plan so that Allianz can deduct premiums from your paycheck.
<p>Financial information, including bank account number.</p>	<ul style="list-style-type: none"> - For payroll purposes.
<p>Medical information, including any information in possession of or derived from a healthcare provider, healthcare service plan, pharmaceutical company, or contractor regarding an individual's medical history, mental or physical condition, or treatment.</p>	<ul style="list-style-type: none"> - If directly provided by you for benefits administration assistance, for workplace accommodation purposes, etc.
<p>Characteristics of protected classifications under California or federal law, such as race, gender, physical or mental disability, and religion.</p>	<ul style="list-style-type: none"> - As required by applicable local and federal laws. - To comply with anti-discrimination laws and government reporting obligations, to help ensure equal employment opportunities and for internal reporting purposes.
<p>Internet or other electronic network activity information, such as browsing history, search history, and information regarding an individual's interaction with an internet website, application, or advertisement.</p>	<ul style="list-style-type: none"> - To monitor activity over the company's corporate networks, information systems, as well as corporate owned devices to ensure such networks, systems and devices are used in an authorized manner.

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Audio, visual, or similar information (<i>e.g.</i> , a recording of a customer service call or employee access badge photograph).	- Audio information is collected on company voice mail systems, as well as through recorded calls for quality assurance purposes. Visual information, such as your photograph, is used to verify your identity as an employee of the company.
Professional or employment-related information. Education information or other academic information.	- As needed to support the employment relationship, to engage with you concerning job opportunities at Allianz, or for other employment related reasons.
Written signatures.	- As needed to indicate receipt, authorization, acceptance, agreement, etc. to terms relating to your employment with Allianz.
<p>In addition to the purposes identified above, Allianz may use and disclose any and all personal information that we collect as necessary or appropriate to:</p> <ul style="list-style-type: none"> • Comply with laws and regulations, including (without limitation) applicable tax, health and safety, anti-discrimination, immigration, labor and employment, and social welfare laws. • Monitor, investigate, and enforce compliance with and potential breaches of Allianz policies and procedures and legal and regulatory requirements. • Comply with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summons. • Exercise or defend the legal rights of Allianz and its employees, affiliates, customers, contractors, and agents. 	