



CALIFORNIA APPLICANT PRIVACY NOTICE

1. Purpose

This California Applicant Privacy Notice (the “**Notice**”) describes how MaxLinear, Inc. and our affiliates and subsidiaries (collectively, “**MaxLinear**” “**we**” or “**us**”) collect and use personal information relating to California residents who are external job applicants and potential candidates for positions with MaxLinear (each an “**Applicant**”) and is intended to satisfy our notice and privacy policy requirements under the California Consumer Privacy Act and the regulations issued thereto, each as amended (collectively, the “**CCPA**”).

The information in this Notice is intended to provide an overall description of our processing of Applicant personal information. We may provide Applicants additional notices about our data practices, such as those covered by other laws (e.g., if we conduct a background check). We encourage you to carefully read this Notice, together with any other privacy notice we may provide to you.

The personal information that we collect, and our use and disclosure of such personal information may vary depending on the circumstances, such as the position(s) or location for which you apply, as well as the associated qualifications and responsibilities. In addition, if you visit one of our offices or locations, we may collect information as part of our onsite security.

2. Scope

This Notice applies, generally, to the Applicant personal information that we collect and otherwise process about Applicants, in the context of reviewing, assessing, considering, managing, storing or processing their applications or otherwise considering them for a position with us. Your use of our website or submission of an application or other information through this website is subject to our [Terms of Use](#), which include terms governing limitations on liability and the resolution of disputes; our Terms of Use are incorporated by reference into this Applicant Notice.

This Notice does not address or apply to our collection of personal information that is not subject to the CCPA, such as consumer credit reports and background checks, publicly available data, or other information that is exempt under the CCPA. This Notice also does not apply to the personal information we collect from contractors or employees, which is subject to different privacy notices, or to the personal information we collect about customers subject to the [MaxLinear Privacy Policy](#).

3. Categories of Personal Information Collected Under California Privacy Law

The table below generally identifies the categories of personal information about Applicants that we collect and have collected in the prior twelve (12) months, as well as the categories of third parties to whom we may disclose this information for a business or commercial purpose. In some cases (such as where required by law), we may ask for you to consent or give you certain choices prior to collecting or using certain personal information:

Categories of Personal Information	Third Party Disclosures for Business or Commercial Purposes
Identifiers: such real name, alias, postal address, unique personal identifier, online identifier, email address, or other similar identifiers. We also collect	<ul style="list-style-type: none">• service providers• advisors and agents• affiliates and subsidiaries



<p>Identifiers about your emergency contact, if you provide this information.</p>	<ul style="list-style-type: none"> • regulators, government entities and law enforcement • others as required by law • internet service providers, operating systems, and platforms
<p>Paper and Electronic Records: records containing personal information, such as name, electronic signature, photo, contact information, and education and employment history.</p>	<ul style="list-style-type: none"> • service providers • advisors and agents • affiliates and subsidiaries • regulators, government entities and law enforcement • others as required by law
<p>Characteristics of Protected Classifications Under California or Federal Law: such as race, sex, national origin, disability, citizenship status, military/veteran status, or other characteristics of protected classifications under California or federal law. (Note: generally, this information is collected on a voluntary basis and is used in support of our equal opportunity and diversity and inclusion efforts and reporting obligations, or where otherwise required by law).</p>	<ul style="list-style-type: none"> • service providers • advisors and agents • affiliates and subsidiaries • regulators, government entities and law enforcement • others as required by law
<p>Professional or Employment-Related Information: such as information related to your employment history during the recruitment process.</p>	<ul style="list-style-type: none"> • service providers • advisors and agents • affiliates and subsidiaries • regulators, government entities and law enforcement • others as required by law
<p>Education Information: such as information about education history or background that is not publicly available personally identifiable information as defined in the federal Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99).</p>	<ul style="list-style-type: none"> • service providers • advisors and agents • affiliates and subsidiaries • regulators, government entities and law enforcement • others as required by law
<p>Inferences. Inferences drawn from any of the information identified above to create a profile about California Applicants reflecting their preferences, characteristics, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.</p>	<ul style="list-style-type: none"> • service providers • advisors and agents • affiliates and subsidiaries • regulators, government entities and law enforcement • others as required by law
<p>Sensitive Personal Information: Such as: (a) racial or ethnic origin (e.g., on a voluntary basis to support of our equal opportunity and diversity and inclusion efforts and reporting obligations, or where otherwise required by law) and (b) health information (e.g., as necessary to provide reasonable accommodations).</p>	<ul style="list-style-type: none"> • service providers • advisors and agents • affiliates and subsidiaries • regulators, government entities and law enforcement • others as required by law



We do not sell or share (as defined by the CCPA) personal information or sensitive personal information related to Applicants, including those we know who are under the age of 16.

Sources of Personal Information. In general, we may collect the categories of personal information identified in the table above from the following categories of sources:

- Directly from the individual
- Recruiters and recruiting platforms
- Referrals and references
- Publicly available information and sources
- Our service providers, representatives, and agents
- References
- Affiliates and subsidiaries

Retention. MaxLinear retains the personal information we collect only as reasonably necessary for the purposes described below or otherwise disclosed to you at the time of collection. For example, we will retain your information as necessary to comply with our tax, accounting and recordkeeping obligations, to consider you for additional positions (with your permission), as well as an additional period of time as necessary to protect, defend or establish our rights, defend against potential claims, and comply with our legal obligations.

4. Purposes for Processing Personal Information

Subject to applicable legal restrictions, unless otherwise stated herein or at the point of collection, we generally, collect, use and disclose Applicant personal information as reasonably necessary for the following purposes:

Recruiting, Hiring, Managing and Evaluating California Applicants. To review, assess, recruit, consider or otherwise manage the recruiting process and job applications, including:

- Scheduling and conducting interviews
- Identifying potential candidates, including by working with external recruiters
- Reviewing, assessing and verifying information provided, to conduct criminal and background checks (where relevant and pursuant to applicable law), and to otherwise screen or evaluate California Applicants' qualifications, suitability and relevant characteristics
- Extending offers, negotiating the terms of offers and assessing salary and compensation matters
- Satisfying legal and regulatory obligations
- Communicating with California Applicants regarding their applications and about other similar position(s) for which they may be interested
- Maintaining California Applicant personal information for future consideration
- Supporting our equal opportunity employment policy and practices

Onboarding. To complete new hire paperwork, enroll you in our HR system, and set up your personnel file.

Security and Monitoring. To monitor and secure our resources, network, premises and assets, including:

- Monitoring for, preventing, investigating and responding to security and privacy incidents
- Providing and managing access to physical and technical access controls



- Monitoring activities, access and use to ensure the security and functioning of our systems and assets
- Securing our offices, premises and physical assets

Auditing, Accounting and Corporate Governance. For purposes relating to financial, tax and accounting audits, and audits and assessments of our business operations, security controls, financial controls or compliance with legal obligations, and for other internal business purposes such as administration of our records retention program.

M&A and Other Business Transactions. For purposes of planning, due diligence and implementation of commercial transactions (e.g., mergers, acquisitions, asset sales or transfers, bankruptcy or reorganization or other similar business transactions).

Defending and Protecting Rights. To protect and defend our rights and interests and those of third parties, including to manage and respond to legal claims or disputes, and to otherwise establish, defend or protect our rights or interests, or the rights, interests, health or safety of others, including in the context of anticipated or actual litigation with third parties.

Compliance with Applicable Legal Obligations. For purposes relating to compliance with applicable legal obligations (such as hiring eligibility, responding to subpoenas and court orders) as well as assessments, reviews and reporting relating to such legal obligations, including under employment and labor laws and regulations, social security and tax laws, environmental regulations, workplace safety laws and regulations and other applicable laws, regulations, opinions and guidance.

Contacting you about potential positions. To identify other positions for which an Applicant may be suited or interested, and to contact Applicants about such positions. (If you do not wish to be contacted about potential positions, please let us know using the contact information below.)

Sensitive Personal Information. Notwithstanding the purposes described above, we do not collect, use or disclose of sensitive personal information about Applicants beyond the purposes authorized by the CCPA (pursuant to Cal Civ. Code § 1798.121 and § 7027 of the CCPA regulations). Accordingly, we only use and disclose sensitive personal information about Applicants as reasonably necessary and proportionate: (i) to perform our services requested by you; (ii) to help ensure security and integrity, including to prevent, detect, and investigate security incidents; (iii) to detect, prevent and respond to malicious, fraudulent, deceptive, or illegal conduct; (iv) to verify or maintain the quality and safety of our services; (v) for compliance with our legal obligations; (vi) to our service providers who perform services on our behalf; and (vii) for purposes other than inferring characteristics about you.

4. Your Rights Under California Privacy Law

California Applicants have certain rights under the CCPA with respect to their personal information, subject to certain limitations and exceptions

- Deletion: the right to request deletion of their personal information that we have collected about them.
- Know/access: the right to know what personal information we have collected about them.
- Correction: the right to request correction of inaccurate personal information we maintain about them.
- Opt out of sales and sharing: the right to opt-out of the sale and sharing of their personal information. However, as discussed above we do not sell or share Applicant personal



information, thus this right is not available to Applicants.

- Limit use/disclosure of sensitive personal information: the right to request to limit certain uses and disclosures of sensitive personal information. However, as discussed above, we do not use or disclose Applicant personal information beyond the purpose authorized by the CCPA, thus this right is not available to Applicants.
- Non-discrimination: the right not to be subject to discriminatory treatment for exercising their rights under the CCPA.

Submitting CCPA Requests. Applicants may exercise their California privacy rights as set forth above by submitting a [California Privacy Request](#) or calling 1-800-227-7103.

We will take steps to verify your request by matching the information provided by you with the information we have in our records. Your request must:

- Provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative (*i.e.*, by completing all required fields on our webform if you choose to submit a request in that manner).
- Describe your request with sufficient details that allows us to properly understand, evaluate, and respond to it.

In some cases, we may request additional information in order to verify your request or where necessary to process your request.

Authorized agents may initiate a request on behalf of another individual by contacting us at webmaster@maxlinear.com. Authorized agents will be required to provide proof of their authorization and we may also require that the relevant consumer directly verify their identity and the authority of the authorized agent.

Contacting Us About This Notice

If you have questions or concerns regarding this notice or the handling of your personal information, please contact us at PrivacyCA@maxlinear.com.

EFFECTIVE DATE: *January 1, 2023*