

## NOTICE FOR CALIFORNIA RESIDENTS

This NOTICE FOR CALIFORNIA RESIDENTS supplements the information contained in National Life Group’s internal privacy policy. This notice is directed to any employee or prospective employee who is a California resident, as defined in Section 17014 of Title 18 of the California Code of Regulations, as that section read on September 1, 2017. We adopt this notice to comply with the California Consumer Privacy Act of 2018 (“CCPA”), specifically Section 1798.100(b).

### Information We Collect

Life Insurance Company of the Southwest (“LSW”) and National Life Insurance Company (“NLIC”) (herein referred to as the “Company”) collect information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular employee or prospective employee (“personal information”). In particular, the Company will collect the following categories of personal information from you in the course of you acting as a job applicant to or employee of the Company:

Category	Specifics
A. Identifiers – including personal information under California’s Customer Records law (Cal. Civ. Code 1798.80(e))	<ul style="list-style-type: none"><li>• Name (first, middle, last)</li><li>• Aliases (if any)</li><li>• Maiden name (if any)</li><li>• Signature</li><li>• Phone number – including secondary or alternative numbers</li><li>• Gender</li><li>• Date of birth (“DOB”)</li><li>• Age</li><li>• Home address</li><li>• Address history</li><li>• Online identifier Internet Protocol (“IP”) address</li><li>• Email address</li><li>• Password</li><li>• Social Security Number (“SSN”)</li><li>• Other Country ID – such as an alien registration number, permanent resident card number, visa, passport number</li><li>• Beneficiary information – name, relationship, address, telephone number, email address, DOB, &amp; SSN</li><li>• Emergency Contact information – name, relationship, &amp; phone number</li><li>• Criminal history information</li></ul> <p style="text-align: center;">(Some personal information included in this category may overlap with other categories)</p>
B. Financial Information	<ul style="list-style-type: none"><li>• Income</li><li>• Existing investment holdings – if a Registered Representative</li><li>• Tax bracket</li></ul>

	<ul style="list-style-type: none"> <li>• W-2 Wage and Tax statements</li> <li>• Bank information – including bank name, name on account, account number, routing number, account type, depositor’s mailing address, depositor’s email, depositor’s phone number, &amp; depositor’s signature</li> <li>• Bankruptcy information – if a Registered Representative</li> </ul>
C. Characteristics of protected classifications under California or Federal law	<ul style="list-style-type: none"> <li>• Age</li> <li>• Visa Sponsorship</li> <li>• Citizenship</li> <li>• Marital status</li> <li>• Medical condition</li> <li>• Veteran or military service</li> <li>• Genetic information</li> </ul>
D. Commercial information	<ul style="list-style-type: none"> <li>• Records of rental properties – if a Registered Representative</li> </ul>
E. Biometric information	<ul style="list-style-type: none"> <li>• Medical and health information</li> <li>• An individual’s physiological, biological or behavioral characteristics</li> <li>• Fingerprints – if a Registered Representative</li> </ul>
F. Internet or other electronic network history	<ul style="list-style-type: none"> <li>• IP address</li> <li>• Computer operating system</li> <li>• Internet service provider domain name</li> </ul>
G. Audio, electronic, visual, thermal, olfactory, or similar information	<ul style="list-style-type: none"> <li>• Voice recordings from phone calls</li> <li>• Submitted video interviews</li> <li>• Photos for badges</li> </ul>
H. Professional or employment-related information	<ul style="list-style-type: none"> <li>• Employer information – including name, job title, employment dates, reason for leaving, description of duties, address, contact name, and phone number</li> <li>• Prior employer information</li> <li>• Information provided by you as part of the application – including a resume, references, certificates, and licenses</li> <li>• Salary Expectation</li> <li>• Education – including major, degrees obtained, and GPA</li> <li>• Schools attended – including address, phone number, and dates attended</li> <li>• Employment restrictions – including non-compete, non-solicitation, immigration status, or confidentiality</li> <li>• Complaints received</li> <li>• Named party in litigation, arbitration, or civil actions</li> <li>• Court Orders</li> <li>• Federal or state regulatory agency violations</li> <li>• Disciplinary action by professional organization</li> <li>• Named party in an unsatisfied judgments or liens</li> <li>• Bond company denials, revocations, or pay outs</li> </ul>

I. Inferences drawn from other personal information	<ul style="list-style-type: none"><li>• Tobacco usage (if applicable)</li><li>• Outside business activities – if a Registered Representative</li></ul>
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### **Use of Personal Information**

We may use or disclose the personal information we collect for one or more of the following business purposes:

- To fulfill or meet the reason for which the information is provided. For example, if you apply for a position with the Company, we will use that information to assist in hiring decisions to the extent permissible under applicable law.
- To carry out our obligations and enforce our rights arising from any employment relationship between you and us.
- To improve our website and present its contents to you.
- For testing, research, analysis and product development.
- As necessary or appropriate to protect the rights, property or safety of us, our clients or others.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- As described to you when collecting your personal information or as otherwise set forth in the CCPA.

The Company will not collect additional categories of personal information or use the personal information we collected for additional purposes without providing you notice.