

Brighthouse Financial Notice at Collection to Employees Residing in California

Brighthouse Financial may collect personal information about you as an employee that falls into the categories specified in the table below for the purposes indicated. Table entries relating to sensitive personal information are shaded. Please note that the categories listed and the description of the specific information included in each category come from the California Consumer Privacy Act, as amended. There is overlap in the categories, and Brighthouse Financial may not collect all of the data elements mentioned in connection with each category.

Categories of personal information	Purposes for collection and use
Identifiers such as real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers	Security, ⁱ Services, ⁱⁱ Quality Assurance, ⁱⁱⁱ Transaction Enablement ^{iv}
Any personal information described in subdivision (e) of Section 1798.80 of the California Code ^v	Security, Services, Quality Assurance, Transaction Enablement
Characteristics of protected classifications under California law ^{vi} or federal law ^{vii}	Operations
Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an internet website application, or advertisement	Security
Geolocation data	Security
Biometric information	Security, Services, Quality Assurance, Transaction Enablement
Audio, electronic, visual, thermal, olfactory, or similar information	Services, Transaction Enablement
Professional or employment-related information	Security, Services, Quality Assurance, Transaction Enablement
Inferences drawn from personal information to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes	Operations
Personal information that reveals a consumer's Social Security, driver's license, state identification card, or passport number	Security, Services, Quality Assurance, Transaction Enablement
Personal information that reveals a consumer's racial or ethnic origin, religious or philosophical beliefs, or union membership	Operations
Personal information that reveals the contents of a consumer's mail, email, and text messages unless the business is the intended recipient of the communication	Security, Services, Quality Assurance, Transaction Enablement
The processing of biometric information for the purpose of uniquely identifying a consumer	Security
Personal information collected and analyzed concerning a consumer's health	Operations
Personal information collected and analyzed concerning a consumer's sex life or sexual orientation	Operations

Brighthouse Financial retains the personal information it collects about you under this notice for the duration of your employment plus ten years, except for personal information it collects and analyzes concerning a consumer's health, which it retains for three years.

Brighthouse Financial does not engage in the sale or sharing of personal information collected about you in your capacity as an employee to or with third parties.

The Brighthouse Financial California Privacy Policy is located at <https://www.brighthousefinancial.com/privacy-policy/ca-privacy-disclosures/>. You may contact privacy@brighthousefinancial.com with any questions.

ⁱ Helping to ensure security and integrity to the extent the use of the consumer's personal information is reasonably necessary and proportionate for these purposes.

ⁱⁱ Performing services on behalf of the business, including maintaining or servicing accounts, providing customer service, processing or fulfilling orders and transactions, verifying customer information, processing payments, providing financing, providing analytic services, providing storage, or providing similar services on behalf of the business.

ⁱⁱⁱ Undertaking activities to verify or maintain the quality or safety of a service or device that is owned, manufactured, manufactured for, or controlled by the business, and to improve, upgrade, or enhance the service or device that is owned, manufactured, manufactured for, or controlled by the business.

^{iv} Enabling or effecting, directly or indirectly, a commercial transaction.

^v Information described in Section 1798.80(e) of the California Code is any information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, his or her name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.

^{vi} Protected classifications under California law are race; color; religion (includes religious dress and grooming practices); sex/gender (includes pregnancy, childbirth, breastfeeding, and/or related medical conditions); gender identity, gender expression; sexual orientation; marital status; medical condition (genetic characteristics, cancer or a record or history of cancer); military or veteran status; national origin (includes language use and possession of a driver's license issued to persons unable to provide their presence in the United States is authorized under federal law); ancestry; disability (mental and physical including HIV/AIDS, cancer, and genetic characteristics); genetic information; request for family care leave; request for leave for an employee's own serious health condition; request for Pregnancy Disability Leave; retaliation for reporting patient abuse in tax-supported institutions; age (over 40).

^{vii} Protected classifications under federal law: national origin, race, color, religion, disability, sex (including pregnancy, sexual orientation, transgender status), age (40 plus), genetic information.