

Privacy Policy for Job Applicants and Other Potential Candidates for Employment

Last Revised February 15, 2019

E. & J. Gallo Winery (hereinafter “Winery”) and its brands, affiliates, subsidiaries, companies and their related brands (collectively referred to here as “we,” “our,” or “us”) created this Privacy Policy to describe our practices regarding collection, use, and disclosure of personal data in connection with our recruiting processes and programs. All references to our “website” in this Privacy Policy refer only to our recruitment website.

This Privacy Policy only applies to the personal data of job applicants and potential candidates for employment. It does not apply to our employees, contractors, suppliers, distributors, trade contracts, or customers, or other personal data that the Winery collects for other purposes. As used in this Privacy Policy, “personal data” means information that identifies job applicants and potential candidates for employment with us, either submitted as part of the online application or through alternative channels (e.g., via professional recruiting firms).

While our website or other materials may include links or references to non-Winery websites, materials or entities, this Privacy Policy does not apply to any data that may be collected through those non-Winery sites, materials or entities, unless otherwise indicated. This includes any websites of affiliated entities.

This Privacy Policy is subject to our [Terms of Use](#). We may update this Privacy Policy from time to time, as specified in the “Changes to This Privacy Policy” section below.

Your Consent

By providing us with your personal data, you acknowledge that you have read and understood this Privacy Policy and agree to the collection, use, and disclosure of your personal data as described herein. You also agree that we may communicate with you via email, facsimile, telephone, or other means regarding our website, your use of it, and your interest in employment with us. If you no longer want us to use your contact information to communicate with you for recruitment purposes, let us know by contacting us as specified in the “Contact Us” section below, by accessing your account via our site (if applicable), or by following the instructions in various communications that we may send you.

Information Collection and Use

We collect personal data directly from you when you apply for a position through our website, including your name, address, contact information, education and skills, and employment history. We may also collect personal data about you from third parties, such as professional recruiting firms, your references, prior employers, employees with whom you have interviewed, and employment background check providers, to the extent permitted by applicable law.

We use your personal data for legitimate human resources and business management reasons, including: identifying and evaluating candidates for potential employment, as well as for future roles that may become available; recordkeeping in relation to recruiting and hiring; ensuring compliance with legal requirements, including diversity and inclusion requirements and practices; conducting criminal history checks as permitted by applicable law; protecting our legal rights to the extent authorized or permitted by law; or emergency situations where the health or safety of one or more individuals may be endangered. We may also analyze your personal data or aggregated/pseudonymized data to improve our recruitment and hiring process.

We will not collect or use personal data for any purpose other than that indicated in this Policy.

Cookies and other tracking technologies

As you use our website, some information may be “passively” collected using various technologies, such as cookies, web beacons, pixels, clear gifs, and navigational and location data collection (clickstream, log files, server logs). Your Internet browser automatically transmits some of this information, such as the URL of the website you just visited and the Internet Protocol (IP) address and browser version currently being used by your computer. Such technologies help us to keep track of your interactions with our website and provide you with a more customized experience. [More Details](#)

Disclosure of Information

Your personal data may be accessed by our recruiters and interviewers. Individuals performing administrative functions and IT personnel may also have a limited access to your personal data to perform their jobs. We also share your personal data with other third-party service providers that may assist us in recruiting talent, administering and evaluating pre-employment screening and testing, and improving our recruiting practices. We maintain processes designed to ensure that any processing of personal data by third-party service providers is consistent with this Privacy Policy and protects the confidentiality, availability, and integrity of your personal data.

We will disclose your personal data to governmental authorities, or other third-parties, when required by law. In addition, we may disclose or transfer your personal data in the event of a re-organization, merger, sale, joint venture, assignment, or other transfer or disposition of all or any portion of our business.

The recipients of these disclosures of your personal data may be located in other jurisdictions that might not provide a level of protection equivalent to the laws in your jurisdiction. By submitting personal data to us, you consent to the transfer of such personal data outside your jurisdiction.

Data Retention

If you accept an offer of employment by us, any relevant personal data collected during your pre-employment period will become part of your personnel records and will be retained in accordance with law and the terms of your employment. If we do not employ you, we may nevertheless continue to retain and use your personal data for a period of time for system administration purposes, to consider you for potential future roles, and to perform research. Thereafter, we retain a minimum amount of your personal data to record your recruiting activity with us.

Security Measures & Data Protection

We take appropriate technical and organizational security measures to protect personal data from loss, misuse, unauthorized access, disclosure, or alteration. Please keep in mind, however, that there is no such thing as perfect security, and no Internet transmission is ever completely secure or error-free. Moreover, you are responsible for maintaining the confidentiality of any user name and password you use, if applicable.

Contact Us

If you have questions or concerns related to this Privacy Policy or our information practices, would like to update or correct information you have provided, or would like to [opt-out](#) of communications from us, please [contact us](#).

Changes to This Privacy Policy

This Privacy Policy may be revised from time to time for any reason. If this Privacy Policy changes, we

will post the revised policy on this page and the revised policy will include a new effective date. Any such changes will automatically apply to all uses of our website and collection and use of your personal data by us, on or after such effective date (until such time as this Privacy Policy is subsequently revised). If you don't want us to use your personal data according to the terms of the new policy, you can let us know by _____ . Be sure to check the Privacy Policy whenever you submit personal data or use our website.