

STERLING INTERNATIONAL, Inc. COLLECTION AND DISCLOSURE CHART – 1/1/2020

Purpose(s) for Possible Collection	Source(s)	Type(s) of Information	Purpose(s) for Possible Disclosure (if applicable)	Recipients of Disclosure
We may collect contact information in order to communicate with you	Directly such as from consumers, job applicants, employees, prospective wholesale customers, and wholesale customers	Contact information including names, aliases, addresses, telephone numbers, and email addresses	Sales and marketing functions Legal compliance	Consumers Wholesale Customers Sales representative agencies
We may collect employee personal information for benefit eligibility and administration and wage payments for employees	Directly from job applicants and employees	Employee personal information including contact information, dates of birth, marital status, dependents, social security numbers, compensation, hire dates, and beneficiaries	Benefit administration Payroll processing Legal compliance	Governmental agencies Third-party benefit and payment administrators
We may collect education, work experience, and other background information for purposes of determining employment eligibility and compensation	Directly from job applicants and employees Third party reporting agencies Job references Past employers Social media platforms	Education, work experience, and other background information includes contact information, positions held, titles, skills, experiences, opinions, compensation, background information, criminal arrests and convictions, credit history, driver’s license numbers, and driving records	Employment determinations Legal compliance	Governmental agencies Credit and background reporting agencies Service providers such as drug and alcohol testing providers
We may collect wholesale customer information for making credit determinations, setting up accounts, processing orders and payments, collections, and to comply with legal obligations	Directly from wholesale customers or prospective wholesale customers Third party reporting entities	Wholesale customer information includes contact information, taxpayer identification numbers, credit history, resale certificates, purchase history, insurance, and bank account, credit card, or other payment information	Payment or product purchase processing Legal compliance	Service providers such as an electronic data interchange provider, banks, credit card processors Credit reporting agencies Sales representative agencies Governmental agencies