

Trinity Careers Privacy Policy

Last modified: January 1, 2021

Introduction

Trinity Industries, Inc., its and its subsidiaries, affiliates, and successors (“**Trinity**,” “**Company**,” or “**We**”) respect your privacy and are committed to protecting it through our compliance with this policy.

This policy describes the types of information we may collect from you or that you may provide when you visit the website www.trinitycareers.com (our “**Website**”) and when you apply for a job on the Website, and our practices for collecting, using, maintaining, protecting, and disclosing that information.

This policy applies to information we collect:

- On this Website;
- In email, text, and other electronic messages or submissions between you and this Website; or
- Through any other means.

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our Website. By accessing or using this Website, you agree to this privacy policy. This policy may change from time to time (see Changes to Our Privacy Policy). Your continued use of this Website after we make changes is deemed to be acceptance of those changes, so please check the policy periodically for updates.

Children Under the Age of 13

Our Website is not intended for children under 13 years of age. We do not knowingly collect personal information from children under 13. If you are under 13, do not use or provide any information on this Website or on or through any of its features. If we learn we have collected or received personal information from a child under 13 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 13, please contact us at:

Trinity Human Resources
14221 North Dallas Parkway, Suite 1100
Dallas, TX 75254
TrinityCareersPrivacy@trin.net

Information We Collect About You and How We Collect It

As further described below, the Company collects information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with individuals (“personal information”). Personal information does not include publicly available information from government records, deidentified information, or aggregated

information. We collect the following types of personal information from and about applicants and users of our Website, including:

- Personal identifiers, such as name, postal address, e-mail address, telephone number, social security number, or any other identifier by which you may be contacted online or offline;
- Professional and employment information, including previous employer's name, job title, dates of employment, and role description;
- Education information, including name of educational institution, degree(s) held, field of study, dates of attendance, and qualifications;
- Protected classifications, including whether you are legally authorized to work in the United States or require a visa and whether you require a disability accommodation;
- Inferences drawn from the personal information collected, including behaviors, attitudes, intelligence, or aptitudes;
- Any other details you provide in support of your application, including information on your resume and/or cover letter, reasons for applying for the position, interview notes, and competence and capability statements; and/or
- Network or internet activity, including information about your internet connection, the equipment you use to access our Website, and usage details.

We collect this information:

- Directly from you, including from your application or resume when you provide it to us.
- From third parties with your knowledge and authorization, in order to (a) verify information about your credentials, such as education and prior employment; (b) follow-up on references that you may provide; and (c) conduct background investigations. To the extent you use third-party websites, the sites may be governed by separate terms of use and privacy policies, which are not under our control and are not subject to this policy. Please contact the third parties for questions regarding their privacy practices, as well as to exercise your rights.
- Automatically as you navigate through the site. Information collected automatically may include usage details, IP addresses, and information collected through cookies, web beacons, and other tracking technologies.

Information You Provide to Us. The information we collect on or through our Website may include:

- Information that you provide by filling in forms and applications on our Website. This includes information provided at the time of registering to use our Website, applying for a position, or requesting further services. We may also ask you for information when you report a problem with our Website.
- Records and copies of your correspondence (including email addresses), if you contact us.
- Your responses to surveys that we might ask you to complete for research purposes.

- Your search queries on the Website.

Information We Collect Through Automatic Data Collection Technologies. As you navigate through and interact with our Website, we may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- Details of your visits to our Website, including traffic data, logs, and other communication data and the resources that you access and use on the Website.
- Information about your computer and internet connection, including your IP address, operating system, and browser type.

The information we collect automatically may include personal information or we may maintain it or associate it with personal information we collect in other ways or receive from third parties. It helps us to improve our Website and to deliver a better and more personalized service, including by enabling us to:

- Estimate our audience size and usage patterns.
- Store information about your preferences, allowing us to customize our Website according to your individual interests.
- Speed up your searches.
- Recognize you when you return to our Website.

The technologies we use for this automatic data collection may include:

- **Cookies (or browser cookies).** A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting you may be unable to access certain parts of our Website. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Website.
- **Flash Cookies.** Certain features of our Website may use local stored objects (or Flash cookies) to collect and store information about your preferences and navigation to, from, and on our Website. Flash cookies are not managed by the same browser settings as are used for browser cookies. For information about managing your privacy and security settings for Flash cookies, see Choices About How We Use and Disclose Your Information.
- **Web Beacons.** Pages of our Website and our emails may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit the Company, for example, to count users who have visited those pages or opened an email and for other related website statistics (for example, recording the popularity of certain website content and verifying system and server integrity).

How We Use Your Information

We use information that we collect about you or that you provide to us, including any personal information:

- To make our Website and its contents functional to you.
- To provide you with information that you request from us.
- To process and analyze your application for the purposes of determining your qualification for employment and reaching a hiring decision.
- To fulfill any other purpose for which you provide it.
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us.
- In any other way we may describe when you provide the information.
- For any other purpose with your consent.
- To comply with applicable laws and regulations, such as laws related to the evaluation of those seeking employment, or to defend ourselves in claims under such laws.

Disclosure of Your Information

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction.

Access to your information will be restricted to those staff and designated agents who have a need to know the specific information in question, in order to carry out their responsibilities with regard to recruitment or employment. We may disclose personal information that we collect or you provide as described in this privacy policy:

- To our subsidiaries and affiliates.
- To contractors, service providers, and other third parties we use to support our business and who are bound by contractual obligations to keep personal information confidential and use it only for the purposes for which we disclose it to them.
- To a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of Trinity's assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by Trinity about our Website users is among the assets transferred.
- To fulfill the purpose for which you provide it.
- For any other purpose disclosed by us when you provide the information.
- With your consent.

We may also disclose your personal information:

- To comply with any court order, law, or legal process, including to respond to any government or regulatory request.
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of Trinity, our customers, or others.

Choices About How We Use and Disclose Your Information

We strive to provide you with choices regarding the personal information you provide to us. We have created mechanisms to provide you with the following control over your information:

- **Tracking Technologies and Advertising.** You can set your browser to refuse all or some browser cookies, or to alert you when cookies are being sent. To learn how you can manage your Flash cookie settings, visit the Flash player settings page on Adobe's [website](#). If you disable or refuse cookies, please note that some parts of this site may then be inaccessible or not function properly.

We do not control third parties' collection or use of your information to serve interest-based advertising. However these third parties may provide you with ways to choose not to have your information collected or used in this way. You can opt out of receiving targeted ads from members of the Network Advertising Initiative ("**NAI**") on the NAI's website.

Accessing and Correcting Your Information

You can review and change your personal information by logging into the Website and visiting your account profile page.

You may also send us an email at TrinityRecruiting@trin.net to request access to, correct, or delete any personal information that you have provided to us. We may not accommodate a request to change or delete information if we believe the change would violate any law or legal requirement or cause the information to be incorrect. However, Trinity retains your personal information only as long as is necessary for evaluation for employment, as well as to comply with applicable laws relating to the evaluation of those seeking employment.

California Applicants

This Notice explains your rights under the California Consumer Privacy Act of 2018 ("CCPA") (Cal. Civ. Code § 1798.100 et seq.) and helps you understand how Trinity collects, stores, uses, shares, and secures your personal information in compliance with the CCPA. Trinity will not unlawfully discriminate against you for exercising any of your rights under the CCPA. This commitment applies to all persons involved in Trinity operations and prohibits discrimination by any employee of Trinity. You do not currently have the right to make requests under CCPA. Effective January 1, 2021, you may have the right to make requests about your personal information. Trinity will update applicant disclosures if/when additional rights become available.

Data Security

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure.

The safety and security of your information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our Website, you are responsible for keeping this password confidential. We ask you not to share your password with anyone. [We urge you to be careful about giving out information in public areas of the Website like message boards. The information you share in public areas may be viewed by any user of the Website.]

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted to our Website. Any transmission of personal information is at

your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the Website.

Changes to Our Privacy Policy

It is our policy to post any changes we make to our privacy policy on this page with a notice that the privacy policy has been updated on the Website home page. If we make material changes to how we treat our users' personal information, we will notify you through a notice on the Website home page. The date the privacy policy was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting our Website and this privacy policy to check for any changes.

Contact Information

To ask questions or comment about this privacy policy and our privacy practices, contact us at:

Trinity Human Resources
14221 North Dallas Parkway, Suite 1100
Dallas, TX 75254
TrinityCareersPrivacy@trin.net