



Retention, Access and Confidentiality of Applicant Information in Utah

In accordance with the Utah Employment Selection Procedures Act, the company will not request a social security number, date of birth, or driver license number from an applicant prior to a conditional job offer, except in limited circumstances as provided for under the Act. Such information may be requested prior to a conditional job offer if:

- The request for information is applicable to all applicants for the position; and
- The applicant consents to the collection of information; and
- The information is requested during the employment selection process when the company is doing any of the following:
 - Obtaining a criminal background check or driving record;
 - Conducting a review of internal records to determine whether the applicant was previously employed or whether the applicant previously applied for employment; or
 - Collecting information to provide to a government entity.

Information obtained about an applicant through the initial selection process will not be used for purposes other than to determine whether or not the applicant will be hired for the position.

Application data will be retained electronically and will not be made available to anyone except a government entity, at the request of a government official or as required by law; for a performance review; or for a promotion application.

If the applicant is not hired for the position, the company will not retain applicant information for more than two years after the day on which the applicant provided the information.

These policies supersede and revoke any and all past policies and practices, oral and written representations, or statements regarding terms and conditions of employment concerning the subject matter covered herein. PacifiCorp reserves the right to add to, delete, change or revoke these policies at any time, with or without notice. These policies do not create a contract between PacifiCorp and any employee, nor do they create any entitlement to employment or any benefit provided by PacifiCorp to its employees.

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