

Privacy Notice for Employees Residing in California

Effective: February 22, 2022

Astera Labs, Inc. (“Astera,” “we,” “us,” “our”) is providing this Privacy Notice (“Notice”) pursuant to the California Consumer Privacy Act to candidates, employees, officers, directors, owners, and contractors (“Employees”) residing in California.

This Notice describes:

1. the categories of personal information that Astera collects about Employees who reside in California; and
2. the purposes for which Astera uses personal information.

Categories of Personal Information Collected:

Category of Personal Information	Examples
Identification Information	Your name, address, email address, telephone numbers, date of birth, social media profiles/handles, and other contact details.
Sensitive Information	Your social security number, passport number, driver’s license or state ID card number, and insurance information.
Application Information	Your resume information (including school(s) attended, years of attendance, degree, major, employment history, interests, skills, and prior or desired salary), questionnaire responses, interview evaluations, reference information, offer letter information, and background check information (including criminal record checks and credit reports).
Employment Information	Your green card status, federal or state identification forms and numbers, beneficiary/dependent information (including names, addresses, dates of birth and social security numbers), past employment history (including references) and current employment information (including job titles, salary information, and performance evaluations).
Financial Information	Your bank account and credit card numbers, compensation and payroll information.
Demographic Information	Your nationality, racial and ethnic origin, gender, sexual orientation, religion, disability and age.
Physical and Biometric Information	Your fingerprints and photographs and physical descriptions of you.
Health Information	Any information relating to your health that you provide through workers’ compensation claims and Family and Medical Leave Act forms.

	If necessary to administer the employment relationship, we will also process other information concerning your health and/or any disability.
Related Persons' Information	such as your spouse, domestic/civil partner, dependents, beneficiaries and emergency contacts
Location Information	Your location when you use your badge or credential to access our premises and/or secure areas within our premises.
Online Activity Information	Your browsing and search history, communications sent and received, and any other actions you take while connected to the Internet using a Astera device.
Education Information	Your education history (including, but not limited to, school(s) attended, years of attendance, courses taken, degree, major, and grade point average).
Sensory or Surveillance Data	Audio recordings of meetings you may attend (if applicable) and footage from video surveillance cameras.

Purposes for which Personal Information will be used:

We use Personal Information for the following purposes:

- To source, recruit, and evaluate candidates;
- To assess eligibility for employment;
- To perform background checks;
- To communicate with Employees;
- To conduct performance evaluations;
- To pay and reimburse Employees;
- To prepare immigration, payroll, and tax filings;
- To offer and administer Employee benefits;
- To assess and report on the diversity of our Employees and to inform Employees about inclusion opportunities;
- To monitor our systems and premises;
- To determine whether any adjustments to work arrangements are needed for health or other reasons; and
- To comply with applicable legal requirements.

Contact Us

Please contact hr@asteralabs.com with any questions or if you would like an alternative form of this Notice.