

**Privacy Statement:**

Your privacy is important to DeCicco Family Markets (“DeCicco’s”). Our Privacy Policy explains DeCicco’s commitment to protecting your privacy. Please review the policy before using this website.

**Notice for applicants within the United States:** Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. DeCicco’s will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee’s Form I-9 to confirm work authorization. *Important:* If the Government cannot confirm that you are authorized to work, we are required to provide you written instructions and an opportunity to contact SSA and/or DHS before taking adverse action against you, including terminating your employment.

**Submitting Information to DeCicco’s**

Your application and information, which includes “personal data” submitted while using this website will be held in confidence and only be used by DeCicco’s for job application/recruitment purposes, human resources analysis, and employment purposes. Unless legally required to do otherwise, DeCicco’s will share your data only with those vendors hired to provide employment verification services for DeCicco’s, but always under conditions of confidentiality. DeCicco’s will not trade or sell your personal information for use by any other company. The term “DeCicco’s” in this Privacy Policy includes the DeCicco’s locations in Ardsley, Armonk, Brewster, Harrison, and Pelham.

The information you submit will be accessible only by the DeCicco’s personnel involved in the job application and recruitment processes.

**BY TRANSMITTING INFORMATION TO DeCicco’s VIA THIS WEBSITE, YOU EXPLICITLY CONSENT, UNDERSTAND AND AGREE THAT DeCicco’s MAY USE THAT INFORMATION FOR JOB APPLICATION/RECRUITMENT, HUMAN RESOURCES ANALYSIS, AND EMPLOYMENT PURPOSES. THIS INCLUDES:**

- Circulating the information to various DeCicco’s managers and supervisors;
- Using this information to evaluate you as a candidate for a position with DeCicco’s;
- Disclosing the information to DeCicco’s managers or supervisors who may have a position for which you appear to be qualified.
- The transmission and storage of your information to a secure data center on the DeCicco’s server, managed by an application service provider chosen by DeCicco’s.
- If a job offer is extended, your information may also be shared with a DeCicco’s vendor assisting in the hiring and screening process.
- Using the information to comply with applicant and workforce reporting requirements as mandated by law.
- If at any time you want DeCicco’s to stop contacting you about possible job openings, please inform [hr@deciccos.com](mailto:hr@deciccos.com).

**BY TRANSMITTING AN APPLICATION TO DeCicco’s VIA THIS WEBSITE, YOU EXPLICITLY CONSENT, UNDERSTAND and AGREE THAT:**

- You understand, consent, and accept the proceeding At-Will Statement.

- Your application will be active for a period of two years, after which time, should you desire to be considered for employment, you will submit a new application.
- You explicitly understand, consent, and accept the “Background Screening Release Form Disclosure & Authorization” page contained within the DeCicco’s Employment Application.
- Transmission or submission of an application is not an employment contract or an agreement for any or of any definitive terms of employment.

**If at any time you wish to access, modify or delete your personal data, you may do so by re-submitting your amended application. You may also contact our Human Resources help desk at [hr@decicco.com](mailto:hr@decicco.com).**

### **At-Will Statement**

NEW YORK IS AN AT-WILL STATE. YOUR EMPLOYMENT IS AT-WILL. THIS MEANS THAT YOUR EMPLOYMENT IS FOR NO DEFINITE PERIOD OF TIME, AND EITHER YOU OR DECICCO’S MAY TERMINATE YOUR EMPLOYMENT AT ANY TIME, WITH OR WITHOUT CAUSE OR NOTICE.

### **Information Change**

In the event that any personal information that you provide us should change, it is your responsibility to notify DeCicco’s accordingly.

### **Personal Data**

Your personal data will be processed during the recruitment process by human resources, manager, and supervisors for employment purposes. You have the right of access to your data and the right to rectify and cancel these data, as well as the right to object to the processing of your data. Responses to questions requesting personal data are voluntary if there are no legal requirements.

By using this website, you agree that you will not supply personal sensitive data to support your application or as part of your personal profile in our Applicant Tracking system if it is not clearly demanded to do so. Personal sensitive data could include: racial or ethnic origin, political opinions, religious or philosophical beliefs, religious, party or trade-union membership, as well as data concerning health, genetic code, addictions or sex life and data relating to convictions, decisions on penalty, fines and other decisions issued in court or administrative proceedings.

By submitting your personal data in our applicant tracking system you are expecting it to be transferred among DeCicco’s entities and personnel parties for all of the purposes indicated above.

### **Access to Personal Information**

At any time, you may review, correct and update the personal information that you provide to us. Any information change is subject to the same terms as the original submission.

### **DeCicco’s as Operator of the Website**

The website is owned and operated by DeCicco's.

### **Questions**

Any questions you have about the use of this website or about Privacy should be sent to [hr@deciccos.com](mailto:hr@deciccos.com)

### **Terms of Use**

Your access to and use of this website and application for a job at DeCicco's are conditioned on your acceptance and compliance with these terms. If you do not accept these terms, you should leave the website and not submit any information through this website.

Any relevant misrepresentation or false statements made by you in your online application may be sufficient cause for: (1) disqualification from consideration for employment with DeCicco's; or (2) termination from employment should such relevant misrepresentation or false statements affect the basis of the employment relationship, as permitted by law.

### **Disclaimer**

DeCicco's will use reasonable efforts to include up-to-date and accurate information on this website, but to the extent permitted by law makes **NO REPRESENTATIONS, WARRANTIES, OR ASSURANCES AS TO THE ACCURACY, CURRENCY, OR COMPLETENESS OF THE INFORMATION PROVIDED. DeCicco's WILL NOT BE LIABLE FOR ANY DAMAGES OR INJURY RESULTING FROM YOUR ACCESS TO, OR INABILITY TO ACCESS, THIS WEBSITE, OR FROM YOUR RELIANCE ON ANY INFORMATION THAT IS PROVIDED ON THIS WEBSITE.**

### **Interpretation of the Terms of Use**

**If any provision of these Terms of Use should be invalid, ineffective or unenforceable, that will not affect the validity of the remaining provisions. In such case the invalid provisions shall be replaced by a legally effective provision meeting the purpose of the abolished provision to the widest extent possible under applicable law.**