Tractor Supply Applicant Data Privacy Policy

Last Updated: June 1, 2026

Tractor Supply Company, Allivet, LLC and Petsense, LLC by Tractor Supply (collectively, “Tractor Supply”, “us”, “our”, or “we”) provide this Applicant Privacy Policy (“Applicant Policy”) to inform all Tractor Supply job applicants (“applicant” or “you”) of the personal information we collect from your interaction with our career websites, and any other webpages, and mobile sites we operate that link to this Applicant Policy (collectively, “Career Sites”), and the purposes for which we use such information. This Applicant Policy is not a contract and does not create any rights.

This Applicant Policy does not cover our processing of personal information collected from you in other capacities, such as if you make a purchase on our website or shop at a retail location. To learn more about our privacy practices with respect to Personal information collected in other contexts, please review our Consumer Privacy Policy. If you are a current employee of Tractor Supply, please review our internal employee resources for additional information on how we process your personal information and your rights and choices regarding such processing.

Please take a moment to read this Applicant Policy carefully. If you do not agree with or are not comfortable with any part of this Applicant Policy, please discontinue access to our Careers Sites. If you have questions about this Policy or how your personal information is being processed, please contact us via email at [Privacy@tractorsupply.com].

We may modify this Applicant Policy from time to time and will indicate any such modifications by changing the last updated date at the top of this page. If we make any material changes, we will post a prominent notice on the site, using the email address or contact information that we have on file for you, or as otherwise required by law.

You can click on the following links to go directly to the corresponding sections of this Applicant Policy.

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1. Personal Information We Collect

We, and our service providers, may collect personal information about you when you browse our Career Sites, submit a job application to one of our open positions, and when we consider you for employment. Personal information is typically data that identifies an individual or relates to an identifiable individual. This includes information you provide to us, information which is collected about you automatically, and information we obtain from third parties. The definition of personal information depends on the applicable law based on your physical location. Only the definition that applies to your physical location will apply to you under this Applicant Policy.

The types of personal information we may collect, use, or process about you will depend upon the nature of the job to which you have applied or are being recruited for and the location of the job. We may collect the following categories of personal information from you:

- **Basic Personal Identifiers,** such as name, telephone number, physical address, email address, national licensing information, national identification numbers, driver's license numbers, and signatures.
- **Professional or employment-related information,** including your work history, previous roles, years of service, skills, professional certifications, other information you provide on your resume/CV, educational information, including the college(s) you attended, the degrees you have obtained, and your grade point average.
- **Device Information and Online Identifiers,** such as account login information, MAC address, IP address, cookie IDs, mobile ad IDs, and social media information.
- **Internet and Other Network Activity Information,** such as information about your browsing or search activity as well as your interactions with our websites, mobile applications, email, or advertisements.
- **Communications,** such as content of emails, text messages, interactions with our chat assistant (Cory) or other communications, call logs, and calendar information where Tractor Supply is a party to the exchange.
- **Medical and Health Information,** Information related to requests for accommodation during the application process.
- **Demographic Information,** such as age, gender, citizenship, ethnicity, date of birth.
- **Biometric Information,** such as voice prints, face geometry, and palm prints or fingerprints.
- **Geolocation,** such as data about the location of your device, which may be imprecise (i.e., inferred from your device's IP address).

- **Sensory Information,** such as audio, visual information, and other sensory information such as photographs and audio and video recordings.
- **Background Information,** such as background checks and criminal convictions.
- **Inferences,** such as individual preferences and characteristics. This may include information related to any assessment you may take as part of the interview screening process.

2. How We Collect Your Personal Information

We may collect your personal information in the following ways:

- **When You Provide It**
    - During the application, recruitment, and onboarding process, we may collect, store and process the above categories of personal information directly from you when you submit them to us as part of a job application, when you share information about job postings with others, or when you sign up for a networking event.
- **From Other Sources**
    - *From Recruiters and Headhunters.* We may obtain personal information about you (such as your name, address, phone number, resume/CV, other files or content, and education and employment details) from recruiters and headhunters who submit it to us on your behalf in connection with job postings.
    - *From Public Information***.** We may collect your personal information from your public social media profile (on LinkedIn or other similar services) or from your referees to complement the personal data you have provided. We use this information for the purpose of evaluating and verifying your experience and qualifications in relation to specific job requirements. We do so to take pre- contractual steps at your request. If we request references, it is your responsibility to obtain consent from referees before providing their personal information.
    - *From Background Screening Process.* Where legally permitted, we may collect personal information about you from third parties, such as employment agencies, former employers, and personal and professional references, or public sources to conduct lawful background screenings, to the extent permitted by law. We will provide you with acknowledgement and authorization forms accordingly.

- **Collected Automatically and from Third Parties**

  Like many companies, we may use “cookies” on the Careers Sites to obtain certain information by automated means, such as the IP address of the device you use to connect to the Internet and the pages accessed. By collecting this information, we learn how to best tailor our Careers Sites to our visitors.

  - **Social Media**. We may offer you the opportunity to engage with our content on or through third-party social networking websites, plug-ins and applications. When you engage with our content on or through third-party social networking websites, plug-ins and applications, you may allow us to have access to certain information associated with your social media account (e.g., name, username, email address, profile picture, gender) to deliver the content or as part of the operation of the third-party website, plug-in or application.
  - **Video Recordings/CCTV**. We may use closed-circuit television, video recordings, photography, or similar technologies (collectively “CCTV”) to monitor our Stores for security, fraud, loss prevention, incident reporting, and operational purposes. No CCTV is deployed in an area where it would not otherwise be permissible under the relevant law. We have a legitimate interest in using CCTV to protect our visitors and have limited such use to public locations where visitors do not have an expectation of privacy.
  - **Third Party Partners**. Unless prohibited by applicable law, we may obtain your personal information from marketing partners, analytics providers, and other third-party partners to market careers to you.

For more information about the tracking technology we use, please see our Cookie Policy.

3. Why We Collect Personal Information

We collect the categories of personal information listed above as we determine reasonably necessary to perform our recruitment process and in line with applicable laws in the jurisdiction where you reside. We use your personal information to:

- Assess your background, skills, qualifications, and interests against our career opportunities and evaluate your application for employment.
- Make decisions about whom to offer employment.
- Make decisions about salary and other benefits.
- Measure activities and functionality of our Career Sites.
- Help you explore career opportunities and apply for positions with us easily via the job assistant feature (“Cory”).

- Communicate with you about the recruitment, application, or hiring process or about positions we think may be of interest to you and to respond to your inquiries. This may include SMS or email. When you no longer wish to receive these marketing messages from us, you can opt out at any time by unsubscribing or following the instructions contained within such messages.
- We may process any information regarding your account and your use of our Careers Site as necessary in the context of corporate acquisitions, mergers, or other corporate transactions.
- Verify the information that you provide to us, including by conducting reference checks or background checks.
- Comply with our legal obligations, including: carrying out checks in relation to your right to work; equal opportunities monitoring; make reasonable accommodations for disabled employees; to allow us to carry out our legitimate business interests, such as business planning and restructuring exercises, except where such interests are overridden by your interests in not having your personal information processed.
- Understand, promote, and assist in ensuring that our recruitment process is diverse and inclusive.
- Identify you when you visit our Career Sites.
- Conduct analytics.
- Communicate with you, such as to respond to and/or follow-up on your requests, inquiries, issues, or feedback.
- Detect and protect against malicious, deceptive, fraudulent, or illegal activity, including violation of our policies and terms and conditions, security incidents, and harm to the rights, property, or safety of our company and our users, employees, or others.
- When you interact with some service features, they may be powered by artificial intelligence and machine learning technologies (collectively, “AI technology”), such as generative AI Career assistants. You acknowledge that we may use your personal information and any user content, input, uploads, or feedback that you provide to us to analyze your interactions with us and develop, improve, and enhance machine learning models that power such AI technology. For example, we may use personalization and take into account the conversations you are having to improve our AI Career assistant responses.

4. How We Disclose Personal Information

We take care to allow your personal information to be accessed only by those who require access to perform their tasks and duties, and to share it only with third parties

who have a legitimate purpose for accessing it. We may disclose any of the categories of personal information described above to:

- Our affiliates, subsidiaries, and joint ventures. Your personal information may be disclosed among our various affiliated entities for the purposes set out in this Applicant Policy.
- Tractor Supply team members where it is necessary for them to undertake their duties with respect to your potential employment, such as to interview you.
- Our service providers and other vendors who provide services to us, such as information technology and human resources providers, recruiters, and fraud prevention providers. We may also provide your personal information to service providers including, but are not limited to, job posting boarding providers, data storage or hosting providers, marketing/events agencies, and credit and criminal background check companies (when this is our legal obligation or necessary for our legitimate interest).
- Professional advisers, such as auditors, attorneys, accountants, management consultants, medical service providers, professional bodies, and regulatory authorities in the normal course of business.
- Courts, regulators, law enforcement, or other legal authorities in response to a valid legal request or to protect our legal rights or the rights of others. These may include, but are not limited to, the following circumstances: (i) to comply with relevant laws or regulations, to respond to a court order, administrative or judicial process, such as a subpoena, warrant, court order, or government audit; (ii) in response to lawful requests by public authorities (such as national security or law enforcement); and (iii) as necessary to establish, exercise or defend against potential, threatened or actual litigation (such as adverse parties in litigation). We may also need to share your personal information with tax authorities, courts, regulators, the police, and other governmental authorities where we are required or permitted to do so by law in jurisdictions in which we operate.
- Third parties, in the event of a business transaction, such as a merger, joint venture, sale of company assets, financing, or acquisition of all or a portion of our business, assets, or stock by another company (including in the event of a reorganization, dissolution or liquidation). In which case, personal information held by us about you will be among the assets transferred to the buyer or acquirer. If a change happens to our business, then the new owners may use your personal information in the same way as set out in this Applicant Policy.
- Protect Tractor Supply, including to investigate, prevent, or take actions regarding possible illegal activities, suspected fraud, safety of person or property, or a violation of our policies.

We may collect, use and disclose your personal information for other purposes not listed in this Applicant Policy. If we do so, we will make it known to you at the time we collect, use or disclose your personal information, and, where required, obtain your consent for doing so.

5. Security

We understand the importance of your personal information. We maintain (and contractually require third parties we share your information with to maintain) appropriate physical, technical and administrative safeguards to protect the security and confidentiality of the personal information you entrust to us. These safeguards are designed to protect your personal information from loss and unauthorized access, copying, use, modification or disclosure.

However, we cannot guarantee that loss, misuse, unauthorized acquisition, or alteration of your data will not occur. Furthermore, we cannot ensure or warrant the security or confidentiality of information you transmit to us or receive from us by Internet or wireless connection, including email, phone, or SMS, since we have no way of protecting that information once it leaves and until it reaches us. If you have reason to believe that your data is no longer secure, please contact us using the contact information provided in the "How to Contact Us" section.

6. Retention

Except as otherwise permitted or required by applicable law or regulation, we endeavor to retain your personal information only for as long as necessary to fulfill the purposes for which it was collected, as required by law or to satisfy any legal or reporting obligations, or as necessary to resolve disputes. We may retain your personal information to consider you for future positions, to the extent permitted by law. To determine the appropriate retention period for personal information, we consider applicable legal requirements, the amount, nature, and sensitivity of the personal information, the potential risk of harm from unauthorized use or disclosure of your personal information, and the purposes for which we process your personal information.

7. California Notice at Collection

If you are a California resident, then this section applies to you in accordance with requirements under California law to the extent you apply for a job with us.

Categories of Personal Information We Collect

- **Basic Personal Identifiers,** such as name, telephone number, physical address, email address, national licensing information, national identification numbers, driver's license numbers, and signatures.
- **Professional or employment-related information,** including your work history, previous roles, years of service, skills, professional certifications, other information you provide on your resume/CV, educational information, including the college(s) you attended, the degrees you have obtained, and your grade point average.
- **Device Information and Online Identifiers,** such as account login information, MAC address, IP address, cookie IDs, mobile ad IDs, and social media information.
- **Internet and Other Network Activity Information,** such as information about your browsing or search activity as well as your interactions with our websites, mobile applications, email, or advertisements.
- **Communications,** such as content of emails, text messages, interactions with our chat assistant (Cory) or other communications, call logs, and calendar information where Tractor Supply is a party to the exchange.
- **Medical and Health Information,** Information related to requests for accommodation during the application process.
- **Demographic Information,** such as age, gender, citizenship, ethnicity, date of birth.
- **Biometric Information,** such as voice prints, face geometry, and palm prints or fingerprints.
- **Geolocation,** such as data about the location of your device, which may be imprecise (i.e., inferred from your device's IP address).
- **Sensory Information,** such as audio, visual information, and other sensory information such as photographs and audio and video recordings.
- **Background Information,** such as background checks and criminal convictions.
- **Inferences,** such as individual preferences and characteristics. This may include information related to any assessment you may take as part of the interview screening process.

Purposes for Collection

We may use your personal information in the recruitment process to:

- determine your qualifications, skills, and background for a particular position;
- determine your right to work;
- conduct background checks and similar inquiries in compliance with applicable laws;
- communicate with you during the recruitment process;
- carry out functions in relation to your future employment;

- manage and improve our recruitment process;
- communicate with you about other job opportunities and networking events; and
- comply with a legal or regulatory obligation, for example, the law may require us to maintain job applicant information for a certain period of time.

For more information, see the "Why We Collect Your Personal Information" section of this Applicant Policy.

No decision will be made by us solely on the basis of automated decision making which has a significant impact on you.

We do not sell personal information or share personal information collected through cookies or similar tracking technologies on our Services for cross-context behavioral advertising purposes without your consent. With your consent, we and other third-party marketing and social media partners may use cookies, pixels, or other tracking technologies on our Sites to collect information about your interaction with our Sites to deliver advertising to you on third-party websites and apps. If you have consented to this, you can withdraw your consent at any time by clicking on "Your Privacy Choices" in the website footer and switching off the toggle for "Sale and Sharing/Targeted Advertising Cookies" under Manage Cookie Preference in the pop-up window that appears. We do not sell or share (for cross-context behavioral advertising) the personal information of consumers under 16 years of age.

To the extent we process any information about you that is considered sensitive personal information under the CCPA, we do not process it to infer characteristics about you.

The table below describes the categories of personal information we disclose for a business purpose. In addition to the recipients identified below, we may disclose any of the categories of personal information we collect with government entities, as may be needed to comply with law or prevent illegal activity.

Categories of Personal Information	**Disclosures for Business Purposes**
• Identifiers • Internet or other electronic network activity information	• Affiliates or subsidiaries • Internet service providers • Other Service Providers

• Other identifying information • Characteristics of protected classifications under California or federal law • Internet or other electronic network activity information • Audio and visual information • Professional or employment-related information • Inferences	• Affiliates or subsidiaries • Other Service Providers

For information about how long we retain your information, please refer to the Retention section of this Applicant Policy.

Privacy Rights

As a California resident, subject to certain exceptions, you may assert certain rights related to your personal information as identified below. Please note that your rights with regard to your personal information are not absolute. We may deny your request: (a) when denial of the request is required or authorized by law; (b) when granting the request would have a negative impact on another's privacy; (c) to protect our rights and properties; (d) where the request is frivolous or vexatious, or for other reasons.

- *Right to Know/Access*. You have the right to obtain a copy, or a list of categories of the personal information that we hold about you, as well as other supplementary information, such as the purposes of processing, and the entities to whom we disclose your personal information.
- *Right to Correct*. You may request us to rectify, correct or update any of your personal information held by us that is inaccurate.
- *Right to Delete*. Under certain circumstances, you have the right to request that we delete the personal information that we hold about you. This right is not absolute, and we may refuse your right to delete if it is reasonably necessary for us to provide a service requested by you; to perform a contract between us; to maintain functionality and ensure security of our systems; to enable solely expected internal uses of your personal information; to exercise a right provided by law; or to comply with a legal obligation.
- *Right to Object to Automated Decision-Making*. You may have the right not to be subject to a decision that is based solely on automated processing (where a decision is taken about you using an electronic system without human involvement) which significantly impacts your rights. No decision will be made by us about you solely on the basis of automated decision making which has a significant impact on you.

- *Right to Portability*. Under certain circumstances, you may have the right to receive personal information we hold about you in a structured, commonly used, and machine-readable format so that you can provide that personal information to another entity.
- *Right to Opt-Out of Sale and Sharing for Targeted Advertising Purposes*. You have the right to opt-out of the sale of your personal information.
- *Right Against Discrimination*. You have the right not to be discriminated against for exercising any of the rights described in this section. We will not discriminate against you for exercising your privacy rights.

You can assert your privacy rights by visiting our Privacy Rights Request Form. You can also email us at privacy@tractorsupply.com, or by calling us toll-free at 1-877-718-6750 and advising us which privacy rights you would like to exercise.

How Do We Verify Your Identity

To protect your privacy, we must be able to verify your identity to confirm that the rights request came from you. We may contact you by phone or e-mail to verify your request before we can process your request to exercise certain privacy rights. Depending on your request, we will ask for information such as your name, address, an e-mail address or a phone number you have used with us.

What If We Cannot Verify Your Identity?

If we cannot verify your identity, we will notify you, and your request(s) to access, correct, or delete your personal information may not be processed. Any requests may be denied if we have reason to believe they are fraudulent.

You may designate an authorized agent to submit a request on your behalf to access or delete your personal information. To do so, you must: (1) provide that authorized agent written and signed permission to submit such request; and (2) verify your own identity directly with us. Please note, we may deny a request from an authorized agent that does not submit proof that they have been authorized by you to act on your behalf.

Do Not Track

Your browser may allow you to adjust your browser settings so that “do not track” requests are sent to the websites that you visit. However, since uniform standards for “DNT" signals have not been adopted, we do not disable tracking technology that may be active on the Career Sites in response to any “do not track” requests that we receive from your browser.

Opting-out of Cookie-based Sales and Targeted Advertising

You can exercise your right to opt-out of sales and targeted advertising by clicking the "Your Privacy Choices" link in the website footer and following the directions in the Your Privacy Choices pop-up screen regarding how to opt-out of sales and targeted advertising. If you previously opted-out and wish to opt-in, you can use the options identified above to change your preferences.

You may also opt-out of sales and targeted advertising via cookies by using an opt-out preference signal. The Global Privacy Control signal is currently the only opt-out preference signal we can recognize. You can visit the Global Privacy Control official site at https://globalprivacycontrol.org/about to learn how to configure your device to send such signals. We will honor and process the opt-out preference signal accordingly.

Please note that your opt-out choice will only apply to your use of our Sites through the current browser or device you are using and only so long as that browser's cookies are not erased. You will need to submit a separate opt-out of targeted advertising request on each device and browser you use to visit our Sites to completely opt-out using this method.

Shine the Light

The "Shine the Light" requirements under California Civil Code §1798.83 do not apply to the individuals covered under this Applicant Policy because we do not engage in activities covered by this law.

8. How to Contact Us

If you have any questions or concerns regarding this Applicant Policy, you may contact us by emailing privacy@tractorsupply.com. Because email communications are not always secure, please do not include sensitive or private information in your communications to us. You can assert your privacy rights by visiting our Privacy Rights Request Form. You can also email us at privacy@tractorsupply.com, or by calling us toll-free at 1-877-718-6750 and advising us which privacy rights you would like to exercise.