

## Overview

### Welcome to the JPMorgan Chase Employment and Workforce Related Privacy Notice

You have entrusted JPMorgan Chase (JPMC) with your personal information. This Notice helps you understand the data we collect, why we collect it and what we do with it. This Notice is important; we hope you will take time to read it carefully.

As a job applicant, a former employee, or an active employee, when you share your information with us we use this information for a variety of purposes, including, but not limited to:

- **Employment-related** purposes such as, but not limited to, reviewing and assessing your employment application, the administration and delivery of compensation and benefits, supporting a diverse and inclusive work force, monitoring employee performance and efficiency and data analytics in support of improving our work environment.
- **Fraud Prevention / Investigation / Security** purposes such as, but not limited to providing for the safety and security of our technology systems, assets, physical premises, and employees, and the health and safety of premises, employees, and others we interact with in any capacity.
- **Audit, compliance, risk management and reporting, and legal** purposes such as, but not limited to internal audit and compliance with legal obligations. Examples include the payment of taxes and our legal and regulatory reporting obligations.

This Notice explains:

- The principles which support our data strategy
- How we collect your details
- What information we collect and why we collect it
- The choices we offer, and how you can exercise them

This notice is issued by JPMorgan Chase Bank N.A. on behalf of itself, its branches, its subsidiaries and its affiliates, identified as Controllers in the table in the “Controllers” section below (together, “J.P.Morgan”, “we”, “us” or “our”) and is addressed to individuals who are prospective, former employees and current employees. Details of the entity that acts as the controller of your personal data, can be found, [Data Controller](#). Defined terms used in the Notice are explained in the “Defined Terms” section.

## Your Data How we use information that we collect

We use the information we collect to support you as a candidate, as a current employee and as a former employee.

We may use your name and contact information that you provided on joining for a variety of purposes, such as, but not limited to for display in the company directory, to address mailings to you, and to address your pay check.

We will not share your information with third parties unless related to the delivery of a service required during your employment, improvement of the work environment or support of a human resource business Process. Examples may include an insurance vendor, or a payroll vendor.

In the section below you can search for specific data elements or specific business Processes for further detail.

### Personal Data

Age  
Bank Account Details  
Visa/Work Permit/Biometrics Details  
Building Location  
Citizenship/Nationality  
Criminal Records  
Date & time on turnstile / door operation in JPMC facilities  
Compensation Details  
Tax Details  
Disability Details  
Education History  
Electronic Communications  
Employment History  
Ethnicity  
Family Details  
Gender

Home Addresses  
Investment Account Details  
Leave of Absence Details  
Licenses/Certifications  
Marital Status

Medical  
Military Service Details  
Names  
National Identifiers  
Performance Details  
Personal Contact Details  
Personal Dates  
Photographic Images  
Political Views

Regulatory Designations

Religion

Sexual Orientation

Staff ID or Barcode

Technology Identifiers

Union Status

Vehicle Registrations

Video Recordings

Voice Recordings

Development related testing

Talent Details

Languages

Workforce Activity

### **Business Processes Compensation and Benefits**

Compensation, Benefits and Pension

Payroll

### **Employee Record**

Data Management

Employee Offboarding

### **Employee Relations**

Employee Relations

Diversity

### **Expatriate Administration**

Employee Relocation Management

### **Learning, Development and Training**

Develop And Counsel Employees **Recruitment,  
Employee Onboarding, and Redeployment**

Recruitment, Employee Onboarding,  
Redeployment

### **Other HR**

Access HR Customer Service

HR Business Partners

HR Regulatory Management

Manage Employee Information And  
Analytics

### **Non HR Processes**

Compliance Processes,

Investigations, Risk

Management, Legal

Expenses Management

Facilities Management

Technology

Training Management

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## Processing your Personal Data

**We collect** Personal Data about you from a variety of sources (subject to local legal requirements) as follows:

- We obtain your Personal Data when you provide it to us (e.g., as a job applicant you provide personal information like your name, email address and telephone number so that we can contact you about possible employment opportunities).
- We collect your Personal Data in the ordinary course of our relationship with you (e.g., in connection with Processing payroll or providing benefits).
- We collect Personal Data that you choose to make public, including via social media (e.g., we may collect information from your social media profile(s), to the extent that you choose to make your profile publicly visible).
- We receive your Personal Data from third parties who provide it to us (e.g., credit reference agencies and law enforcement authorities).
- We collect or obtain Personal Data when you use our physical and online properties, including through our monitoring practices, subject to applicable law, such as, but not limited to monitoring computer, telephone and other electronic communications, as detailed in our Systems Monitoring Notice and elsewhere in this Notice.

When we collect your Personal Data, we will inform you if it is required or voluntary. If the requested Personal Data is required you will be informed of the potential consequences for failing to provide the data.

**We create** Personal Data about you, such as records of your interactions with us, and details of your employment, subject to applicable law.

## Categories of Personal Data

Subject to applicable local law, the categories of Personal Data about you that we may Process, are listed below. Each category contains examples of the type of data that may Process. Please note these are examples and we may not process all items listed about you.

- **Personal details:** given name(s); preferred name(s); nickname(s); gender; date of birth / age; diversity characteristics; marital status; Social Security number, or local equivalent; passport number(s) other government issue number(s) such as but not limited to tax identification number(s), driving license number(s), and immigration or visa related numbers; nationality; race or ethnicity; lifestyle and social circumstances; images of passports, and signatures; authentication data (passwords, challenge/response questions and answers, PINs, facial and voice recognition data; photographs; visual images; and personal appearance and behavior.
- **Family details:** names and contact details of family members and dependents.
- **Contact details:** address; telephone number; email address; and social media profile details.

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- **Employment details:** industry; role; business activities; names of current and former employers; work address; work telephone number; work email address; and work-related social media profile details.
  - **Employment history:** details of your education and qualifications.
  - **Compensation and benefit history:** details of your compensation and benefit history.
  - **Financial details:** billing address; bank account numbers.
  - **Views and opinions:** any views and opinions that you choose to send to us, or publish about us (including on social media platforms and J.P.Morgan intranet sites).
  - **Electronic Identifying Data:** IP addresses; cookies; activity logs; online identifiers; unique device identifiers and geolocation data.
  - **Workforce Activity:** Information you generate as a result of your work-related activities and content you create, such as documents, reports, or communications; records of time worked and not worked; information about how you use our physical and online properties, such as badge in and out times, system log on and off times, work location (in office vs. remote), hardware, systems and software use (including internet browsers), purpose and duration of use, calendar, email and other electronic communications metadata, inferences and derived employee productivity and efficiency metrics based on analysis of Workforce Activity data.

### Processing your Sensitive Personal Data

We do not seek to collect or otherwise Process your sensitive Personal Data, except where (subject to local legal requirements):

- the Processing is necessary for compliance with a legal obligation (e.g., to comply with our diversity reporting obligations);
- the Processing is necessary for the detection or prevention of crime (including the prevention of fraud) to the extent permitted by applicable law;
- you have manifestly made those sensitive Personal Data public;
- the Processing is necessary for the establishment, exercise, or defense of legal rights;
- we have, in accordance with applicable law, obtained your explicit consent prior to Processing your Sensitive Personal Data (as above, this legal basis is only used in relation to Processing that is entirely voluntary – it is not used for Processing that is necessary or obligatory in any way); or
- where the Processing is necessary for the reasons of substantial public interest, such as the promotion of equal opportunity and diversity, and is proportionate to the aim pursued and provides for suitable and specific measures to safeguard your fundamental rights and interests;
- where the Processing is necessary to protect your life or physical safety or of a third party, as permitted by applicable law; or
- where the Processing is necessary for ensuring your safety in the identification and authentication process of registration in electronic systems; or

The processing is necessary for the execution of public policies outlined in laws and regulations.

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By voluntarily providing your Sensitive Personal Data, you agree to the collection, use, Processing, disclosure, transfer and storage of such Sensitive Personal Data for the reasons described above.

### Data Processing and Legal Bases

The purposes for which we may Process Personal Data, subject to applicable law, and the legal bases on which we may perform such Processing, are;

Processing purpose	Legal basis for Processing
<p><b>AML/KYE:</b> fulfilling our own and assisting our clients and counterparties in meeting regulatory compliance obligations, including “Know Your Employee” and “Know Your Client” checks; confirming and verifying your identity (including by using credit reference agencies); screening against government, supranational bodies (including, but not limited to, the European Union and the United Nations Security Council) and/or law enforcement agency sanctions lists as well as internal sanctions lists and other legal restrictions.</p>	<ul style="list-style-type: none"><li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li><li>• The Processing is <b>necessary in connection with any contract</b> that you may enter into with us, or to take steps prior to entering into a contract with us; or</li><li>• We have <b>a legitimate interest</b> in carrying out the Processing for the purposes of preventing money laundering, sanctions violations and protecting against fraud (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); or</li><li>• We have obtained <b>your prior consent</b> to the Processing (this legal basis is only used in relation to Processing that is entirely voluntary - it is not used for Processing that is necessary or obligatory in any way).</li></ul>

<p><b>Application Processing:</b> assessing your suitability for vacancies at JPMorgan and administering our recruitment Processes and recruitment campaigns.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purposes of assessing your application for employment (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); or</li> <li>• We have obtained <b>your prior consent</b> to the Processing (this legal basis is only used in relation to Processing that is entirely voluntary - it is not used for Processing that is necessary or obligatory in any way).</li> </ul>
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<p><b>Processing purpose</b></p>	<p><b>Legal basis for Processing</b></p>
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<p><b>Employee on-boarding:</b> on-boarding new employees; and compliance with our internal mobility requirements, policies and procedures.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• The Processing is <b>necessary in connection with any contract</b> that you may enter into with us, or to take steps prior to entering into a contract with us; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of on-boarding new employees (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); or</li> <li>• We may carry out the Processing when <b>necessary to prevent fraud and ensure your safety</b> in the identification and authentication process of registration in electronic systems; or</li> <li>• We have obtained <b>your prior consent</b> to the Processing (this legal basis is only used in relation to Processing that is entirely voluntary - it is not used for Processing that is necessary or obligatory in any way).</li> </ul>
<p><b>Performance of Employment Commitments;</b> such as those described in the offer letter or a benefits plan.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• The Processing is <b>necessary in connection with any contract</b> that you may enter into with us, or to take steps prior to entering into a contract with us; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of fulfilling our employment commitments, as required by contract, law and/or policy and procedure.</li> </ul>



<p><b>HR Operations and Services;</b> such as, but not limited to payroll operations, onboarding and offboarding operations</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation;</b> or</li> <li>• The Processing is <b>necessary in connection with any contract</b> that you may enter into with us, or to take steps prior to entering into a contract with us; or</li> </ul>
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Processing purpose	Legal basis for Processing
	<ul style="list-style-type: none"> <li>• We may carry out the Processing when <b>necessary to prevent fraud and ensure your safety</b> in the identification and authentication process of registration in electronic systems; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of payroll, performance management, benefits and other HR administration.</li> </ul>
<p><b>Workplace Environment;</b> such as, but not limited to health and safety factors.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation;</b> or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of promoting a diverse and inclusive workplace that is free from harassment or other inappropriate workplace conduct, and to better support employee engagement (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms).</li> <li>• We have obtained <b>your prior consent</b> to the Processing (this legal basis is only used in relation to Processing that is entirely voluntary - it is not used for Processing that is necessary or obligatory in any way).</li> </ul>

<p><b>Credit worthiness:</b> conducting credit reference checks and other financial due diligence.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• The Processing is <b>necessary in connection with any contract</b> that you may enter into with us, or to take steps prior to entering into a contract with us; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of conducting financial due diligence (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); or</li> <li>• We have obtained <b>your prior consent</b> to the Processing (this legal basis is only used in relation to Processing that is entirely</li> </ul>
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Processing purpose	Legal basis for Processing
	voluntary - it is not used for Processing that is necessary or obligatory in any way).

<p><b>IT operations:</b> management of our communications systems; operation of IT security; and IT security audits.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• The Processing is <b>necessary in connection with any contract</b> that you may enter into with us, or to take steps prior to entering into a contract with us; or</li> <li>• We may carry out the Processing when <b>necessary to prevent fraud and ensure your safety</b> in the identification and authentication process of registration in electronic systems; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of managing and operating our IT systems and ensuring the security of those systems (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms).</li> </ul>
<p><b>Health and safety:</b> health and safety assessments and record keeping; and compliance with related legal obligations.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of providing a safe and secure environment at our premises (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms);</li> <li>• The Processing is necessary to protect the <b>vital interests</b> of any individual; or</li> <li>• The Processing is necessary to <b>protect the life or the physical safety</b> of any individual.</li> </ul>

<p><b>Financial management:</b> sales; finance; corporate audit; and expense and travel management.</p>	<ul style="list-style-type: none"> <li>• The Processing is <b>necessary in connection with any contract</b> that you may enter into with us, or to take steps prior to entering into a contract with us; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of managing and operating the financial affairs of our</li> </ul>
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Processing purpose	Legal basis for Processing
	<p>business (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); or</p> <ul style="list-style-type: none"> <li>• We have obtained <b>your prior consent</b> to the Processing (this legal basis is only used in relation to Processing that is entirely voluntary - it is not used for Processing that is necessary or obligatory in any way).</li> </ul>
<p><b>Research:</b> conducting research; and engaging with you for the purposes of obtaining your views on your experience.</p>	<ul style="list-style-type: none"> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of conducting research and producing analysis (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); or</li> <li>• We have obtained <b>your prior consent</b> to the Processing (this legal basis is only used in relation to Processing that is entirely voluntary - it is not used for Processing that is necessary or obligatory in any way).</li> </ul>

<p><b>Security:</b> physical security of our premises and Personnel (including records of visits to our premises and CCTV recordings); and electronic security (including login records, access details and monitoring and surveillance practices (subject to applicable law), where you access our electronic systems).</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• The Processing is necessary to <b>protect the life or the physical safety</b> of any individual.</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of ensuring the physical and electronic security of our business, premises, and assets and Personnel (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms).</li> </ul>
<p><b>Investigations:</b> detecting, investigating and preventing potential breaches of policy/acceptable standards of conduct, and criminal/other offences, in accordance with applicable law.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of detecting, and protecting against, potential breaches of our policies, acceptable standards of conduct and applicable laws (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms).</li> </ul>

Processing purpose	Legal basis for Processing
<p><b>Legal compliance:</b> compliance with our legal and regulatory obligations under applicable law, and legal and regulatory and reporting.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>.</li> </ul>

<p><b>Legal proceedings:</b> establishing, exercising and defending legal rights, complying with associated obligations and dispute resolution.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• The Processing is necessary <b>for the regular exercise of rights in court or in administrative or arbitration proceedings</b>; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of establishing, exercising or defending our legal rights complying with associated obligations and dispute resolution (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms).</li> </ul>
<p><b>Risk Management:</b> Audit, compliance, controls, insurance and other risk management and reporting</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• The Processing is <b>necessary in connection with any contract</b> that you may enter into with us, or to take steps prior to entering into a contract with us; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of managing risks to which our business is exposed (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms).</li> </ul>

<p><b>Business Process Execution:</b> maintaining and running a financially viable organization in accordance with law and regulations</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of maintaining and running a financially viable organization in accordance with law and regulation (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms).</li> </ul>
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Processing purpose	Legal basis for Processing
<p><b>Corporate and Community Affairs</b></p>	<ul style="list-style-type: none"> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of enabling and facilitating corporate and community programs such as advertising, brand and media management, sponsorship and events.</li> </ul>
<p><b>Investor Relations and Governmental Affairs</b></p>	<ul style="list-style-type: none"> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of enabling and facilitating corporate and community programs, preparing filings and reports as required by governmental bodies, and for the management of relationships with governmental representatives and public officials.</li> </ul>

<p><b>Fraud prevention:</b> Detecting, preventing and investigating suspected fraud.</p>	<ul style="list-style-type: none"> <li>• The Processing is necessary for <b>compliance with a legal obligation</b>; or</li> <li>• The Processing is <b>necessary in connection with any contract</b> that you may enter into with us, or to take steps prior to entering into a contract with us; or</li> <li>• We may carry out the Processing when <b>necessary to prevent fraud and ensure your safety</b> in the identification and authentication process of registration in electronic systems; or</li> <li>• We have a <b>legitimate interest</b> in carrying out the Processing for the purpose of detecting, and protecting against, suspected fraud (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms).</li> <li>• We have obtained <b>your prior consent</b> to the Processing (this legal basis is only used in relation to Processing that is entirely voluntary - it is not used for Processing that is necessary or obligatory in any way).</li> </ul>
<p><b>Employee Performance and Efficiency:</b> maximizing business performance through monitoring and evaluating employee performance and efficiency.</p>	<ul style="list-style-type: none"> <li>• We have a <b>legitimate interest</b> in developing, monitoring, evaluating, and maintaining employee performance and efficiency in support of our business objectives (to the extent that such legitimate interest is not</li> </ul>
<p><b>Processing purpose</b></p>	<p><b>Legal basis for Processing</b></p>
	<p>overridden by your interests or fundamental rights and freedoms).</p>



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### **The Disclosure of Personal Data to third parties**

We disclose your Personal Data to other entities within the J.P. Morgan group, in accordance with applicable law and legal bases. In addition, we may disclose your Personal Data to:

- you and, where appropriate, your family, your associates and your representatives;
- clients, customers and counterparties of, or to, our businesses;
- credit reference agencies;
- anti-fraud services;
- Governmental, legal, regulatory, or similar authorities, ombudsmen, and central and/or local government agencies, upon request or where required, including for the purposes of reporting any actual or suspected breach of applicable law or regulation;
- accountants, auditors, financial advisors, lawyers and other outside professional advisors to J.P. Morgan, subject to binding contractual obligations of confidentiality;
- third party Processors (such as benefits and payroll providers), located anywhere in the world, subject to the requirements noted below;
- any relevant party, claimant, complainant, enquirer, law enforcement agency or court, to the extent necessary for the establishment, exercise or defense of legal rights in accordance with applicable law;
- any relevant party for the purposes of prevention, investigation, detection or prosecution of criminal offences or the execution of criminal penalties, including safeguarding against and the prevention of threats to public security in accordance with applicable law;
- any relevant third party acquirer(s), in the event that we sell or transfer all or any relevant portion of our business or assets (including in the event of a reorganization, dissolution or liquidation);
- the press and the media; and
- voluntary and charitable organizations.

If we engage a third-party Processor to Process your Personal Data, the Processor will be subject to binding contractual obligations to: (i) only Process the Personal Data in accordance with our prior written instructions; and (ii) use measures to protect the confidentiality and security of the Personal Data; together with any additional requirements under applicable law.

### **International transfer of Personal Data**

Because of the international nature of our business, we may need to transfer your Personal Data within the J.P. Morgan group, and to third parties, in connection with the purposes set out in this Notice. For this reason, we may transfer your Personal Data to other countries that may have different laws and data protection compliance requirements, including data protection laws of a lower standard to those that apply in the country in which you are located.

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Where we transfer your Personal Data to other countries, we do so on the basis of:

- adequacy decisions;
- our Binding Corporate Rules;
- suitable Standard Contractual Clauses; or
- other valid transfer mechanisms.

If you want to receive more information about the safeguards applied to international transfers of personal data, including the safeguards applied and countries to which your data may be transferred, please contact us using the “Contact Us – Ask a Question” tab or by clicking here [Ask a Question](#), if you are viewing this document electronically.

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## Cookies

The Cookies Policy belongs to JPMorgan and governs our use of cookies and similar technologies for storing information. It also explains how we use cookies and similar technologies. When in use you must indicate that you have read and accepted the details of this policy in full and understand its terms before you can begin to use the site.

### What are Cookies?

A cookie is a text-only string of information that a website transfers to the cookie file of the browser on your computer so that the website can recognize you when you return and remember certain information about you. This can include which pages you have visited, choices you have made from any specific information you have entered into forms and the time and date of your visit.

### Types of Cookies

There are two main types of cookies;

- 1) **Session cookies:** these are temporary cookies that expire at the end of a browser session; that is, when you leave the site. Session cookies allow the website to recognize you as you navigate between pages during a single browser session and allow you to use the website most efficiently.
- 2) **Persistent cookies:** in contrast to a session cookie, persistent cookies are stored on your computer between browsing sessions until expiry or deletion. They enable the website to “recognize” you on your return to remember your preferences for the purpose of tailoring services for you.

Many cookies are designed to give you optimal usage of the web. For example, we use cookies to enable you to enable web pages to be loaded more quickly. Some cookies may collect and store your personal information, such as your name or email address.

Most browsers are initially set to accept cookies. However, you have the ability to disable cookies if you wish, generally through changing your internet software browsing settings. As our cookies allow you to access the essential features of some sites we recommend that you leave cookies enabled, otherwise, if disabled it may mean you experience reduced functionality or will be prevented from using the site altogether.

We are committed to respecting and protecting your privacy and will ensure that all personal information collected by us is kept and treated in accordance with our privacy policy available at <http://www.jpmorgan.com>.

### Security of data

We have implemented appropriate physical, technical and organizational security measures designed to protect your Personal Data against accidental or unlawful destruction, loss, alteration, unauthorized

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disclosure, unauthorized access, and other unlawful or unauthorized forms of Processing, in accordance with applicable law.

You are responsible for ensuring that any Personal Data that you send to us are sent securely.

### **Accuracy of data**

We take reasonable steps designed to ensure that:

- your Personal Data that we Process are accurate and, where necessary, kept up to date; and
- any of your Personal Data that we Process that are inaccurate (having regard to the purposes for which they are Processed) are erased or rectified without delay.

From time to time we may ask you to confirm the accuracy of your Personal Data.

### **Data Minimization**

We take reasonable steps designed to ensure that your Personal Data that we Process are limited to the Personal Data reasonably required in connection with the purposes set out in this Notice.

### **Data Retention**

We take reasonable steps designed to ensure that your Personal Data are only Processed for the minimum period necessary for the purposes set out in this Notice. The criteria for determining the duration for which we will retain your Personal Data are as follows:

1. We will retain copies of your Personal Data in a form that permits identification only for as long as
  - We maintain an ongoing relationship with you (e.g., while you remain an employee, or where you are still receiving services from us); or
  - Your Personal Data are necessary in connection with the lawful purposes set out in this Notice, for which we have a valid legal basis

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2. The duration of:
  - any applicable limitation period under applicable law; and where required and
3. In addition if any relevant legal claims are anticipated/brought, we may continue to Process your Personal Data for such additional periods as are necessary in connection with that claim.

During the periods noted above we will restrict our Processing of your Personal Data to storage of, and maintaining the security of, that data except to the extent that those data need to be reviewed in connection with any legal claim, or any obligation under applicable law.

Once the periods above, each to the extent applicable or permitted by applicable law, have concluded, we will 1) permanently delete or destroy the relevant Personal Data, or 2) archive your Personal Data so that it is beyond use; or 3) anonymize the relevant Personal Data.

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## **Your legal rights**

Subject to and to the extent provided under applicable law, you may have a number of rights regarding the Processing of your Personal Data, including:

- the right to request access to, or copies of, your Personal Data that we Process or control, together with information regarding the nature, processing and disclosure of that Personal Data;
- the right to request rectification of any inaccuracies in your Personal Data that we Process or control;
- the right to request, on legitimate grounds:
  - erasure of your Personal Data that we Process or control; or ○  
restriction of Processing of your Personal Data that we Process or control;
- the right to request anonymization, blocking or elimination of Personal data that is unnecessary, excessive, or processed non-compliant with the provisions of applicable law;
- the right to have your Personal Data that we Process or control transferred to another Controller, to the extent applicable;
- where we Process your Personal Data on the basis of your consent, the right to withdraw that consent or to request elimination of Personal Data, except if we have legal grounds to keep such Personal Data, but you should note that withdrawing consent does not affect the lawfulness of Processing based on consent before its withdrawal;
- the right to object to the processing performed on the basis of one of the consent waiver scenarios, in case of violation of the provisions of the applicable law, on grounds relating to your particular situation; and
- the right to lodge complaints with a Data Protection Authority regarding the Processing of your Personal Data by us or on our behalf.

This does not affect your statutory rights. To exercise one or more of these rights, or to ask a question about these rights or any other provision of this Notice, or about our Processing of your Personal Data, please use the contact details provided in the "Contact Us" section.

## **Objecting to our use of your Personal Data**

If you object to the Processing of your personal data, we will respect that choice in accordance with our legal obligations or rights. Your objection could mean that we are unable to perform the actions necessary to achieve the purposes set out above or that you may not be able to make use of the services and products offered by us.

## Data Protection Officer

Please refer to the grid below for the list of Data Protection Officers and their contact information.

### Data Protection Officers by Country or Region

Region	Country	Appointed DPO	Scope	LOD	Location
APAC	Japan	<a href="#">Saeko Soma</a> (local DPO, MD)	Non AM Entities	1st LOD	Japan
		<a href="#">David Tse</a> (local DPO, MD)	AM Entities		
	Korea	<a href="#">Jong Wook Oh</a> (local DPO, ED)	Bank Entity	1st LOD	Korea
		<a href="#">Tae Jin Park</a> (local DPO, MD)	Securities Entity	1st LOD	Korea
		<a href="#">Jay Moon</a> (CAO - local DPO, VP)	AM Entities	1st LOD	Korea
	Singapore	<a href="#">Frederick Lee</a> (local DPO, ED)		1st LOD	Singapore
	China	<a href="#">Patty Peng</a> (local DPO, VP)	Bank Entity Only	1st LOD	Shanghai
	New Zealand	<a href="#">Guy Feibish</a> (local DPO, ED)		1st LOD	Australia
	Philippines	<a href="#">Rowena Chuabio</a> (local DPO, ED)	Non Corporate Center	1st LOD	Philippines
		<a href="#">Precious Reyes</a> (local DPO, ED)	Corporate Center		
		<a href="#">Rowena Chuabio</a> (local DPO, ED)	Securities Entity		
		<a href="#">Kevin Santoro</a> (DPO, ED)	cxLoyalty US Entity		

		<a href="#">Andrey Badillo</a> (local DPO, VP)	Frosch Entity		
	Sri Lanka	<a href="#">Parag Sampat</a> (local DPO, VP)		1st LOD	India
	Thailand	<a href="#">Rowena Chuabio</a> (local DPO, ED)		1st LOD	Singapore
	Vietnam	<a href="#">Frederick Lee</a> (local DPO, ED)		1st LOD	Singapore
<b>EMEA</b>	EEA Countries	<a href="#">Yushavia Naidoo</a> (DPO, ED)		2nd LOD	London
	South Africa*	<a href="#">Kevin Latter</a> (local Information Officer, MD)	JPMC Legal Entities	1st LOD	South Africa
		<a href="#">Cynthia MacLeod</a> (Deputy Information Officer, VP)			
		<a href="#">Niyaz Abrahams</a> (Deputy Information Office, Assoc)			
	Mauritius	<a href="#">Niyaz Abrahams</a>		1st LOD	South Africa
	UK	<a href="#">Yushavia Naidoo</a> (DPO, ED)		2nd LOD	London
<b>LATAM</b>	Brazil	<a href="#">Solange Mendonca</a> (DPO, ED)		2nd LOD	Brazil
<b>NAMR</b>	Canada	<a href="#">Tracey Patel</a>		Legal	Canada
*Pending approval by data protection authority.					

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## Data Controller

The Data Controller for the data addressed in this Notice is JPMCs Human Resources function and additional entities identified in the link below. For any queries please send an email to the Office of the HR Data Privacy Champion ([HR.DATA.PRIVACY@JPMORGAN.COM](mailto:HR.DATA.PRIVACY@JPMORGAN.COM)) who will respond to your email.

Controller Entity	Contact Details
J.P. Morgan Administrative Services Australia Limited	LEVEL 18, 83-85 CASTLEREAGH STREET, SYDNEY, NS, NSW 2000, Australia
J.P. Morgan Asia Consulting (Beijing) Limited Shanghai Branch	Room 4401-4406,4501,4504,4505,4508,4601,4602,4608,4701,4708,4801, Shanghai Tower, No.479, Lujiazui Ring Road, Pilot Free Trade Zone, Shanghai, 200120, China
J.P. Morgan Securities (China) Company Limited	Room 4901-4908, No. 501 Middle Yincheng Road, China (Shanghai) Pilot Free Trade Zone, Shanghai, 200120, China
J.P. Morgan Asia Consulting (Beijing) Limited	Unit F2001A, F2002-F2006, F2008, F2009 and F2022-F2028, Beijing Winland International Finance Center, No. 7, Jinrong Street, Xicheng District, Beijing, 100033, China
JPMorgan Chase Bank (China) Company Limited - Shanghai Branch	45th – 48th Floor, Shanghai Tower, No. 501, Middle Yincheng Road, Pudong New Area, Shanghai, Shanghai, 200120, China
JPMorgan Chase Bank, N.A. - Hong Kong Branch	18/F & 20-29/F, CHATER HOUSE, 8 CONNAUGHT ROAD CENTRAL, HONG KONG, Hong Kong
JPMorgan Chase Bank, N.A. - Mumbai Branch	J.P. Morgan Tower,Off C.S.T. Road, Kalina, Santacruz (East),, Mumbai, Mumbai, 400098, India
J.P. Morgan Services India Private Limited	Tower A Blk 9, Tower B Blk10, Tower C Blk 11, Nirlon Knowledge Park, Western Express Highway, Goregaon E, Mumbai Suburban, Mumbai, 400063, India
JPMorgan Chase Bank, N.A. - Jakarta Branch	The Energy Building LT. 5, SCBD Lot 11 A, Jl. Jend. Sudirman Kav 52-53, village / kelurahan senayan kec. new kebayoran, admin city. South Jakarta, DKI, Jakarta, 12190, Indonesia



PT J.P. Morgan Sekuritas Indonesia	Gd. The Energy Lt.6 SCBD Lot. 11A, JL. Jend. Sudirman Kav. 52-53, Senayan, Kebayoran Baru, Jakarta Selatan, Jakarta, Indonesia
JPMorgan Securities Japan Co., Ltd.	Tokyo Building,7-3, Marunouchi 2 Chome, Chiyoda-ku, Tokyo, 100 6432, Japan
J.P. Morgan Securities (Far East) Limited - Seoul Branch	JPMorgan Plaza, 35, Seosomun-ro 11-gil, Jung-gu, Seoul, 04516, Korea (the Republic of)
J.P. Morgan Chase Bank Berhad	Level 18 Integra Tower, The Intermark, 348 Jalan Tun Razak, Wilayah Persekutuan, Kuala Lumpur, 50400, Malaysia
JPMorgan Chase Bank, N.A. - Manila Branch	25th Floor JPMorgan Chase & Co Tower, Manila, 9th Avenue corner 38th Street, Uptown Bonifacio, Taguig City, 1635, Philippines
JPMorgan Chase Bank, N.A. - Philippine Global Service Center	25TH FLOOR JPMORGAN CHASE AND CO TOWER, MANILA 9TH AVE CORNER 38TH STREET, UPTOWN BONIFACIO FORT BONIFACIO BONIFACIO GLOBAL CITY, TAGUIG CITY NCR, FOURTH DISTRICT, 1634, Philippines
JPMorgan Chase Bank, N.A. - Singapore Branch	88 Market Street, 30-00 CapitaSpring, Singapore, 048948, Singapore
JPMORGAN CHASE BANK, N.A. - SINGAPORE BRANCH (DBU)	88 Market Street, 30-00 CapitaSpring, Singapore, 048948, Singapore
JPMorgan Chase Bank, N.A. - Taipei Branch	3F, 8F and 9F, No.106, 3F and 8F, No. 108, Sec. 5, Hsin Yi Road, Taipei, Taiwan, 11047, Taiwan (Province of China)
J.P. Morgan Securities (Taiwan) Limited	3F and 8F, No. 106, Sec. 5, Hsin Yi Road, Taipei, 11047, Taiwan (Province of China)
JPMorgan Chase Bank, N.A. - Bangkok Branch	G-3/F, Bubbhajt Building,20 North Sathorn Road, Silom, Bangrak, Bangkok, 10500, Thailand
JPMorgan Chase Bank, N.A. - Ho Chi Minh City Branch	29 Le Duan Street, 15th Floor,Saigon Tower, District 1, Ho Chi Minh City, 70000, Viet Nam
JPMORGAN ASSET MANAGEMENT (UK) LIMITED	60 Victoria Embankment, London, EC4Y0JP, England
J.P. Morgan SE - Paris Branch	14, Place Vendome, Paris, 75001, France

JPMorgan Chase Bank, N.A. - Paris Branch	14, Place Vendome, 75001, Paris, France, Paris, 75001, France
J.P. Morgan SE	TaunusTurm, Taunustor 1, Frankfurt am Main, Frankfurt, 60310, Germany
J.P. Morgan SE - Dublin Branch	J.P. Morgan, 200 Capital Dock, 79 Sir John Rogerson's Quay, Dublin, D02 RK57, Ireland
J.P. Morgan Israel Limited	46 Rothschild Boulevard, Floor 5, Alrov Tower, Tel Aviv, 6688312, Israel
JPMorgan Chase Bank, N.A. - Milan Branch	Via Cordusio 3, Milan, 20123, Italy
J.P. Morgan SE - Milan Branch	Via Cordusio 3, Milan, 20123, Italy
JPMorgan Asset Management (Europe) S.a r.l.	6 route de Trèves, Senningerberg, L-2633, Luxembourg
J.P. Morgan SE - Luxembourg Branch	European Bank & Business Centre, 6, route de Treves, Senningerberg, L-2633, Luxembourg
J.P. Morgan SE - Amsterdam Branch	Strawinskylaan 1135,WTC Tower B, Amsterdam, 1077XX, Netherlands
J.P. Morgan SE - Oslo Branch	Tordenskioldsgate 6, Oslo, 0160, Norway
J.P. Morgan Poland Services sp. z o. o.	AL JANA PAWLA II 19, Warsaw, 00-854, Poland
J.P. Morgan SE (Spolka Europejska) - oddzial w Polsce	AL JANA PAWLA II 19, Warsaw, 00-854, Poland
Commercial Bank "J.P. Morgan Bank International" (Limited Liability Company)	10 Butyrsky Val, 125047 Moscow, Russia, Moscow, 125047, Russian Federation
JPMorgan Chase Bank, N.A. - Riyadh Branch	Al-Faisaliah Tower Level 25, King Fahd Road, P.O. Box 51907, Riyadh 11553, Saudi Arabia, Riyadh, 11553, Saudi Arabia
JPMorgan Chase Bank, N.A. - Johannesburg Branch	1 Fricker Road, Illovo, Johannesburg, South Africa, Johannesburg, 2196, South Africa
JPMorgan Chase Bank National Association Sucursal en Espana	Paseo de la Castellana No. 31, Madrid, 28046, Spain
J.P. Morgan SE - Stockholm Bankfilial	Sveavagen 20, Stockholm, 111 57, Sweden

J.P. Morgan (Suisse) SA	Rue du Rhone 35, Geneva, Geneva, 1204, Switzerland
JPMorgan Chase Bank National Association Merkezi Columbus Ohio Istanbul Turkiye Subesi	JPM Chase Bank Istanbul Branch, Kanyon Office Building, Buyukdere Cad. No. 185 Kat: 8, Levent, Istanbul, 34394, Turkey
JPMorgan Chase Bank, N.A. - Dubai Branch	Level 25, ICD Brookfield Place, Dubai International Financial Centre, PO Box 506551, Dubai, United Arab Emirates
JPMORGAN CHASE BANK, N.A. - LONDON BRANCH	25 Bank Street, Canary Wharf, London, E14 5JP, England
J.P. Morgan SE - London Branch	25 Bank Street, Canary Wharf, London, E14 5JP, United Kingdom
J.P. Morgan Services Argentina S.R.L.	Avenida Belgrano 955, Piso 1, Buenos Aires, C1092AAJ, Argentina
JPMorgan Chase Bank, National Association (Sucursal Buenos Aires)	Avenida Madero 900, 23rd Floor, Buenos Aires, C1106ACV, Argentina
Banco J.P. Morgan S.A.	AV. BRIGADEIRO FARIA LIMA, 3729, 6º-part, 10º-part, 11º, 12º-part, 13º-part, 14º E 15º floors, Sao Paulo, 04538-905, Brazil
J.P. MORGAN CHASE BANK, N.A., SUCURSAL EN CHILE	Apoquindo 2827, 13th Floor, Las Condes, Santiago, 7550268, Chile
JPMorgan Colombia Ltda.	Cr 11 84 - 09, Of 701, 702, 703, 704, Bogota DC, 110221, Colombia
Banco J.P. Morgan Colombia S.A.	Carrera 11 No. 84 A-09, Piso 7, Bogota, CB1-2000, Colombia
Banco J.P. Morgan, S.A., Institucion de Banca Multiple, J.P. Morgan Grupo Financiero	Paseo de las Palmas no 405, 16th floor, Lomas de Chapultepec, Distrito Federal, Mexico City, 11000, Mexico
J.P. Morgan Banco de Inversion	Avenida Miguel Dasso 104, Piso 8, San Isidro, Lima, 15073, Peru
J.P. Morgan Trust Company (Bahamas) Limited	Bahamas Financial Centre, 2nd Floor Shirley and Charlotte Street, P.O. Box N-4899, Nassau, Bahamas
JPMorgan Chase Bank, National Association - Toronto Branch	66 Wellington Street West, Suite 4500, Toronto, ON, M5k 1E7, Canada

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WePay, Inc.

3223 Hanover St, Palo Alto, Santa Clara, CA,  
94304, United States

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J.P. Morgan Investment Management Inc.

383 Madison Avenue, New York, New York, NY,  
10179, United States

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JPMorgan Chase Bank, National Association

1111 Polaris Parkway, Columbus, Delaware, OH,  
43240, United States

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## **LAST UPDATED: JUNE, 2023 California Consumer Privacy Act (CCPA) Disclosure and Notice at Collection**

This disclosure is addressed to workforce members who are California residents, and concerns the practices of the JPMorgan Chase & Co. family of companies (“we,” “us,” “our,” or “JPMorgan Chase”) that relate to personal information of California residents collected in the workforce context. It explains what personal information we collect, where we collect it from, what we use it for, who we disclose it to, how long we keep it, the rights California residents may have, and how to exercise them.

Please note that the CCPA, and this disclosure, do not apply to information covered by other federal and state privacy laws, including the Gramm-Leach-Bliley Act, the Fair Credit Reporting Act and certain other laws. If you have questions after reviewing this policy, please visit our [Frequently Asked Questions](#). If you have questions or concerns not addressed here, please contact us at (800) 573-7138.

### **Categories of Personal Information**

In the past 12 months we have collected personal information (meaning information that identifies, relates to, describes, is reasonably capable of being associated with, or could be reasonably linked, directly or indirectly, with you or a household) in the following categories:

- Personal identifiers, including those listed in other California statutes: Real name; alias; Social Security number; passport number; other government issued number; Green Card number; driver license number; telephone number; email address; postal address; online identifier; device identifier; IP address
- Characteristics of protected classifications: date of birth/age; gender; military or veteran status; marital status; nationality; citizenship; request for family care leave; request for leave for employee’s own serious health condition; request for pregnancy leave
- Biometric information: imagery of the iris, retina, fingerprint, face, hand, palm, vein patterns, and voice recordings, from which an identifier template, such as a faceprint or a voiceprint, can be extracted, keystroke patterns or rhythms, and gait patterns or rhythms
- Professional or employment information
- Education information: details of your education and qualifications
- Financial details: bank account numbers; debit/credit card numbers
- Commercial Information: records of personal property; products and service purchased, obtained or considered
- Internet or other electronic network activity information: browsing history, search history, information regarding your interaction with an application website
- Geolocation data: any information used to identify your physical location
- Communications, recordings, images: audio, electronic, visual; views and opinions

- Inferences: Any derivation of information, data, assumptions, or conclusions drawn from certain of the above categories
- Sensitive Personal Information: includes certain government identifiers (such as a Social Security driver license, or passport number); an account log-in, financial account, debit or credit card number with any required security code, password, or credentials allowing access to an account; precise geolocation ; contents of mail, email, and text messages; genetic data; biometric information processed to identify an individual; information concerning an individual's health; sex life or sexual orientation; or information about racial or ethnic origin, religious or philosophical beliefs, or union membership.

### **Categories of Sources of Personal Information**

In the past 12 months we have collected personal information about California residents from the following categories of sources:

- **Directly from you**, when you provide it to us digitally or physically (e.g., in connection with processing payroll or providing benefits)
- **As well as from:**
  - **our affiliates** ○ **your employer**, when your employer is a client of ours ○ **public sources**, when you choose to make it public, including via social media (e.g., we may collect information from your social media profile(s), to the extent that you choose to make your profile publicly visible)
  - **service providers and third parties** who provide it to us (e.g., credit reference agencies; and law enforcement authorities)
  - **your visits to any of our apps or websites** or your use of any features or resources available on or through an app or website. When you use an app or visit a website, your device and browser may automatically disclose certain information (such as device type, operating system, browser type, browser settings, IP address, language settings, dates and times of connecting and other technical communications information), which may constitute Personal Information. We may share some of this information with third parties for cross contextual behavioral advertising purposes and describe further down in this disclosure how you can opt-out of this sharing by implementing the Global Privacy Control browser setting.

## **Business and Commercial Purposes for the Collection, Disclosure, and Use of Personal Information**

We collect and use Personal Information from or about California residents for the following purposes:

- AML/KYE: fulfilling our own and assisting our clients and counterparties in meeting regulatory compliance obligations, including "Know Your Employee" and "Know Your Client" checks; and confirming and verifying your identity (including by using credit reference agencies); screening against government, supranational bodies and/or law enforcement agency sanctions lists as well as internal sanctions lists and other legal restrictions
- Application Processing: assessing your suitability for vacancies at JPMorgan and administering our recruitment Processes and recruitment campaigns
- Employee on-boarding: on-boarding new employees; and compliance with our internal mobility requirements, policies and procedures
- Performance of Employment Commitments: such as those described in the offer letter or a benefits plan
- Human Resource Operations and Services: such as, but not limited to payroll operations, onboarding and offboarding operations
- Workplace Environment: such as, but not limited to health and safety factors
- Credit worthiness: conducting credit reference checks and other financial due diligence
- Operation of our websites: operation and management of our websites; providing content to you; displaying advertising and other information to you; and communicating and interacting with you via our websites
- IT operations: management of our communications systems; operation of IT security; and IT security audits
- Health and safety: health and safety assessments and record keeping; and compliance with related legal obligations
- Financial management: sales; finance; corporate audit; and vendor management
- Research: conducting market research; and engaging with you for the purposes of obtaining your views on your employment experience
- Security: physical security of our premises (including records of visits to our premises and CCTV recordings); and electronic security (including login records and access details, where you access our electronic systems)
- Investigations: detecting, investigating and preventing breaches of policy, and criminal offences, in accordance with applicable law

- Legal compliance: compliance with our legal and regulatory obligations under applicable law
- Legal proceedings: establishing, exercising and defending legal rights
- Improving our products and services: identifying issues with existing products and services; planning improvements to existing products and services; and creating new products and services
- Risk Management: audit, compliance, controls and other risk management
- Business Process Execution: maintaining and running a financially viable organization in accordance with law and regulations
- Corporate and Community Affairs
- Investor Relations and Governmental Affairs
- Fraud prevention: Detecting, preventing and investigating fraud
- Providing our products and services in ways not already described in the categories above
- Employee Performance and Efficiency: maximizing business performance through monitoring and evaluating employee performance and efficiency

### **Disclosure of Personal Information**

In the past 12 months we have disclosed the categories of California residents' personal information to some or all of the following categories of recipients:

- You and, where appropriate, your family, your associates and your representatives
- Our affiliates
- Clients, customers and counterparties of, or to, our businesses
- Credit reporting agencies
- Anti-fraud services providers
- Accountants, auditors, financial advisors, lawyers and other outside professional advisors to JPMorgan Chase, subject to confidentiality
- Accreditation bodies
- Service providers (examples include benefits and payroll providers)
- Credit reporting agencies
- Any relevant party, claimant, complainant, enquirer, law enforcement agency or court, to the extent
- Any relevant party for the purposes of prevention, investigation, detection or prosecution of criminal offences or the execution of criminal penalties, including safeguarding against and the prevention of threats to public security in accordance with applicable law



- Any relevant third party acquirer(s), in the event that we sell or transfer all or any relevant portion of our business or assets (including in the event of a reorganization, dissolution or liquidation)
- The press and the media
- Voluntary and charitable organizations
- Other parties, if you specifically direct or expressly consent to us disclosing your personal information to them

### **Retention of Personal Information**

We take reasonable steps designed to ensure that your personal information is only processed for the minimum period necessary for the purposes set out in this disclosure. The criteria for determining the duration for which we will retain your personal information are as follows:

1. We will retain copies of your personal information in a form that permits identification only for as long as:
  - a. We maintain an ongoing relationship with you (e.g., while you are still receiving services from us); or
  - b. Your personal information is necessary in connection with purposes set out in this disclosure

plus:

2. The duration of any applicable limitation period under applicable law; and where required by applicable law or a retention policy established in accordance with applicable law

In addition, if any relevant legal claims are anticipated/brought, we may continue to retain your personal information for such additional periods as are necessary in connection with that claim.

Once the periods above have concluded, each to the extent applicable or permitted by applicable law, we will 1) permanently delete or destroy the relevant personal information, or 2) archive your personal information so that it is beyond use; or 3) anonymize the relevant personal information.

## **Rights for California Residents**

As a California resident, you may have one or more of the following rights under the CCPA:

- the right to know:
  - the categories of personal information we have collected; ○ the categories of sources used to collect the personal information; ○ the purposes for collecting your personal information; ○ the categories of recipients with whom we share your personal information, including for cross-contextual behavioral advertising purposes; and
  - the specific pieces of personal information we have collected about you
- the right to request, on legitimate grounds, deletion of your personal information that we collected;
- the right to opt out of our sharing your personal information for the purpose of cross contextual behavioral advertising
- the right, in certain circumstances, to correct inaccurate personal information we collected about you; and
- the right not to be discriminated against for exercising any of these rights.

We also must provide in this online disclosure certain details about our collection and handling of categories of personal information.

## **How to Exercise Your Rights Under the CCPA**

To exercise one or more of your rights, you or someone you authorize to make a request on your behalf may call us at (800) 573-7138 or click on the following link [CCPA Request](#) and follow the instructions provided. Additional detail is available in our [Frequently Asked Questions](#), including relating to:

- How to submit a rights request
- How to authorize someone else to submit a rights request on your behalf. What to expect after submitting a request

## **Sharing Personal Information**

We may sometimes share personal information (specifically, personal identifiers and internet or other electronic network activity information) with our marketing partners for cross-contextual behavioral

advertising purposes. California residents may have a right to opt out of this sharing. To facilitate this right, we honor Global Privacy Control (GPC) opt-out preference signals. GPC is a setting available in some browsers that notifies our websites of a California resident's decision to opt out of the sharing of their personal information for cross-contextual behavioral advertising purposes. You can learn how to enable GPC on your browser [here](#).

Other means of communicating your behavioral advertising preferences include opting out through the cross-industry Self-Regulatory Program for Online Behavioral Advertising managed by the Digital Advertising Alliance (DAA). Please click [here](#) and follow the instructions. You can also click on the Advertising Options Icon featured on certain JPMorgan Chase ads on third-party websites. Finally, you may be able to opt out using the privacy settings available through your device operating system (e.g., turning on "Opt out of Ads Personalization" in Android, or switching off "Allow Apps to Request to Track" in iOS).

Please bear in mind that opt outs may be specific to a browser or device. Therefore, you may need to opt out from each browser on each of the devices that you use. Note that even if you opt out, you may still receive advertisements from us, they just won't be customized relying on the personal information you have opted out of being shared.

### **Sale of Personal Information**

We do not offer an opt-out from the sale of personal information because we do not sell personal information as defined by the CCPA (and have not done so in the last 12 months).

### **Individuals Under 16 Years of Age**

We do not knowingly collect or share personal information from children under 16 without parental consent.

### **Use and Disclosure of Sensitive Personal Information**

We do not offer a right to limit our use and disclosure of Sensitive Personal Information because we do not use or disclose Sensitive Personal Information in such a manner as to require provision of the right (specifically, for purposes of inferring characteristics about an individual).

### **Annual CCPA Request Metrics**

Our annual CCPA request metrics can be found at this [link \(PDF\)](#).

### **Changes to this Disclosure**

We may change this disclosure from time to time. When we do, we will communicate the changes by appropriate means, such as by posting the revised disclosure on our CCPA web site with a new “Last Updated” date. Any changes to this disclosure will become effective when posted unless indicated otherwise.

**Ask a Question**

We encourage you to raise any questions you might have regarding our principles or practices via email to [HR.Data.Privacy@JPMorgan.com](mailto:HR.Data.Privacy@JPMorgan.com).

The Office of the HR Data Privacy Champion will review and respond to your question.

### **Data Subject Information Requests**

Data Subject Information Requests (DSIR) should be sent to the Office of the HR Data Privacy Champion ([HR.Data.Privacy@JPMorgan.com](mailto:HR.Data.Privacy@JPMorgan.com)) who will respond to your email. When you make a request we keep a record of your communication so we can action it appropriately. It will be retained in compliance to the JPMC Record Management policy.

## Defined Terms

Controller	The entity that decides how and why Personal Data is Processed. In many jurisdictions, The Controller has primary responsibility for complying with applicable data protection laws.
Data Protection Authority	An independent public authority that is legally tasked with overseeing compliance with applicable data protection laws.
Personal Data	Personal data means any information relating to an identified or identifiable natural person ("data subject"); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.
Process or Processed or Processing	Anything that is done with any Personal Data, whether or not by automated means, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.
Personnel	Any current, former and prospective directors, officers, consultants, employees, temporary staff, individual contractors, interns, secondees and other personnel.
Processor	Any person or entity that Processes Personal Data on behalf of the Controller (other than employees of the Controller).
Sensitive Personal Data	Personal Data about race or ethnicity, political opinions, religious or philosophical beliefs, trade union membership, physical or mental health, sexual life, or any other information that may be deemed to be sensitive under applicable law.

**Personal Data**

Category	Business process	Purpose of use
Age	Compensation and Benefits	<ul style="list-style-type: none"><li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li><li>• Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li></ul>
	Employee Record	<ul style="list-style-type: none"><li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li><li>• Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li></ul>



	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review</li> </ul>
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		<p>Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</p> <ul style="list-style-type: none"> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>HR call center for tier 1 JPMC employee questions and concerns.</li> </ul>

		<ul style="list-style-type: none"> <li>• HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> <li>• Manage Employee Information And Analytics.</li> </ul>
	Non HR Processes	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting</li> </ul>

		<p>compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p>
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<b>Bank Account Details</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> <li>• Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
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	Employee Record	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Expatriate Administration	<ul style="list-style-type: none"> <li>• Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>• HR call center for tier 1 JPMC employee questions and concerns.</li> <li>• Manage Employee Information And Analytics.</li> </ul>

	<p>Non HR Processes</p>	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> <li>• Process to manage employee initiated expenses.</li> </ul>
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<p><b>Visa/Work Permit/Biometrics Details</b></p>	<p>Employee Record</p>	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>• Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>
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Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing</li> </ul>

	employee retirement, disengagement and redeployment.
Other HR	<ul style="list-style-type: none"> <li>Manage Employee Information And Analytics.</li> </ul>

	Non HR Processes	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> <li>• Facilities Management processes including but not limited to Physical Security, Manage Data Centres, Moves and Changes, Strategic Planning</li> </ul>
<b>Building Location</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and</li> </ul>
		administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.

		<ul style="list-style-type: none"> <li>Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage</li> </ul>

		International Relocation, Pay Expat Tax, Process Visa & Immigration.
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<p>Learning, Development and Training</p>	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
<p>Recruitment, Employee Onboarding, and Redeployment</p>	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
<p>Other HR</p>	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> <li>HR call center for tier 1 JPMC employee questions and concerns.</li> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> <li>Manage Employee Information And Analytics.</li> </ul>
<p>Non HR Processes</p>	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory,</li> </ul>



		<p>Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p> <ul style="list-style-type: none"><li>• Facilities Management processes including but not limited to Physical Security, Manage Data Centres, Moves and Changes, Strategic Planning</li><li>• Process to manage employee initiated expenses.</li><li>• Technology processes including but not limited to Access Management, Application Development, Architecture Management, Capacity Management, Change Management, Data Integrity Management, Deliver/Support Information Technology Services, Demand Management, Event Management, IT Governance Framework, IT Operations Management, IT Service Continuity Management, Incident Management, Information Security Management, Manage The Business Of Information Technology, Project Management, Release and Deployment Management, Request Fulfilment, Risk Management, Service Asset and Configuration Management, Service Level Management, Service Validation and Testing, Strategy Management, Supplier Management, Tech Portfolio Management, Technology Development, Technology Problem Management, User Tools Management</li></ul>
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		<ul style="list-style-type: none"> <li>• Training Management processes including but not limited to Training Governance, Training Provision, the monitoring and certification of programs, curriculum and capability in respect of training Required to</li> </ul>
		<p>be undertaken for regulatory or other compliance reasons. Monitoring and recording:- Training required to be undertaken for regulatory or other compliance reasons- The people required to undertake the required training- The making available of courses of required training- The notification to the people that are designated as being accountable for undertaking the required training- The people that have undertaken (and passed, if appropriate) the required training</p>
<b>Citizenship/Nationality</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> <li>• Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>

		<ul style="list-style-type: none"> <li>Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>
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	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>

	<p>Recruitment, Employee Onboarding, and Redeployment</p>	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	<p>Other HR</p>	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> <li>HR call center for tier 1 JPMC employee questions and concerns.</li> <li>HR generalist function that interfaces with the business directly on people strategies</li> </ul>

		<p>and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</p> <ul style="list-style-type: none"> <li>Manage Employee Information And Analytics.</li> </ul>
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	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> </ul>
<b>Criminal Records</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and</li> </ul>

		<p>address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</p>
	<p>Recruitment, Employee Onboarding, and Redeployment</p>	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	<p>Other HR</p>	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> </ul>
	<p>Non HR Processes</p>	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that</li> </ul>

		generally align with the Corporation's lines of business (LOB) and corporate staff areas.
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<b>Date &amp; time on turnstile / door operation in JPMC</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>

	Non HR Processes	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> <li>• Facilities Management processes including but not limited to Physical Security, Manage</li> </ul>
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		Data Centres, Moves and Changes, Strategic Planning
<b>Compensation Details</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> </ul>



		<ul style="list-style-type: none"> <li>Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review</li> </ul>

		Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>

<p>Learning, Development and Training</p>	<ul style="list-style-type: none"> <li>• Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
<p>Recruitment, Employee Onboarding, and Redeployment</p>	<ul style="list-style-type: none"> <li>• Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
<p>Other HR</p>	<ul style="list-style-type: none"> <li>• HR call center for tier 1 JPMC employee questions and concerns.</li> <li>• HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> <li>• Manage Employee Information And Analytics.</li> </ul>
<p>Non HR Processes</p>	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance</li> </ul>

		<p>Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p>
<p><b>Tax Details</b></p>	<p>Compensation and Benefits</p>	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> <li>• Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	<p>Employee Record</p>	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change</li> </ul>

		Employee Data, Monitor Employee Consecutive Absence.
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
<b>Disability Details</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review</li> </ul>

		<p>Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</p> <ul style="list-style-type: none"> <li>• Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>• Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>• Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>• HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> <li>• Manage Employee Information And Analytics.</li> </ul>
<b>Education History</b>	Employee Record	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>• Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>

	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation</li> </ul>
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		<p>Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</p>
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>Manage Employee Information And Analytics.</li> </ul>

	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC</li> </ul>
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		<p>Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p>
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<b>Electronic Communications</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
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Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
Other HR	<ul style="list-style-type: none"> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> </ul>



	Non HR Processes	<ul style="list-style-type: none"><li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li></ul>
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		<ul style="list-style-type: none"> <li>• Technology processes including but not limited to Access Management, Application Development, Architecture Management, Capacity Management, Change Management, Data Integrity Management, Deliver/Support Information Technology Services, Demand Management, Event Management, IT Governance Framework, IT Operations Management, IT Service Continuity Management, Incident Management, Information Security Management, Manage The Business Of Information Technology, Project Management, Release and Deployment Management, Request Fulfilment, Risk Management, Service Asset and Configuration Management, Service Level Management, Service Validation and Testing, Strategy Management, Supplier Management, Tech Portfolio Management, Technology Development, Technology</li> </ul>
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		<p>Problem Management, User Tools Management</p> <ul style="list-style-type: none"> <li>• Training Management processes including but not limited to Training Governance, Training Provision, the monitoring and certification of programs, curriculum and capability in respect of training Required to be undertaken for regulatory or other compliance reasons. Monitoring and recording:- Training required to be undertaken for regulatory or other compliance reasons- The people required to undertake the required training- The making available of courses of required training- The notification to the people that are designated as being accountable for undertaking the required training- The people that have undertaken (and passed, if appropriate) the required training</li> </ul>
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<b>Employment History</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>• Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>• Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation</li> </ul>

		<p>Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</p>
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Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
Other HR	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> <li>HR call center for tier 1 JPMC employee questions and concerns.</li> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations</li> </ul>

		<ul style="list-style-type: none"> <li>and Retirements, Talent Management and Succession Planning.</li> <li>Manage Employee Information And Analytics.</li> </ul>
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	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> </ul>
<b>Ethnicity</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to</li> </ul>
		any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.

		<ul style="list-style-type: none"> <li>• Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>• Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>• Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>• HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> <li>• Manage Employee Information And Analytics.</li> </ul>
<b>Family Details</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan</li> </ul>

		programs, Administers and manages disability claims for JPMC employees.
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>

	Other HR	<ul style="list-style-type: none"> <li>• HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> <li>• Manage Employee Information And Analytics.</li> </ul>
	Non HR Processes	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> </ul>



<b>Gender</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management,</li> </ul>
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		<p>dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</p> <ul style="list-style-type: none"> <li>• Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>• Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>

Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage</li> </ul>

	International Relocation, Pay Expat Tax, Process Visa & Immigration.
Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
Other HR	<ul style="list-style-type: none"> <li>HR call center for tier 1 JPMC employee questions and concerns.</li> </ul>

		<ul style="list-style-type: none"> <li>• HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> <li>• Manage Employee Information And Analytics.</li> </ul>
	Non HR Processes	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not</li> </ul>

		<p>limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p>
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<p><b>Home Addresses</b></p>	<p>Compensation and Benefits</p>	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> <li>• Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	<p>Employee Record</p>	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>• Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>

	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> <li>HR call center for tier 1 JPMC employee questions and concerns.</li> </ul>

		<ul style="list-style-type: none"> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer</li> </ul>
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		<p>Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</p> <ul style="list-style-type: none"> <li>Manage Employee Information And Analytics.</li> </ul>
	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> </ul>
<b>Investment Account Details</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>

	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and</li> </ul>
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		Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.
	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> </ul>

<p><b>Leave of Absence Details</b></p>	<p>Compensation and Benefits</p>	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> <li>• Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax</li> </ul>
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		<p>Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</p>
	<p>Employee Record</p>	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>• Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>



Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor</li> </ul>

	Human Resource Capacity, Promote Employees, Review Employee Performance.
Other HR	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> <li>HR call center for tier 1 JPMC employee questions and concerns.</li> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> </ul>

		<ul style="list-style-type: none"> <li>• Manage Employee Information And Analytics.</li> </ul>
	Non HR Processes	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> <li>• Facilities Management processes including but not limited to Physical Security, Manage</li> </ul>

		Data Centres, Moves and Changes, Strategic Planning
Licenses/Certifications	Employee Record	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>

Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
Other HR	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations</li> </ul>

		and Retirements, Talent Management and Succession Planning.
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	Non HR Processes	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> <li>• Facilities Management processes including but not limited to Physical Security, Manage Data Centres, Moves and Changes, Strategic Planning</li> </ul>
<b>Marital Status</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> </ul>

		<ul style="list-style-type: none"> <li>Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>

	Other HR	<ul style="list-style-type: none"> <li>• HR call center for tier 1 JPMC employee questions and concerns.</li> <li>• HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> <li>• Manage Employee Information And Analytics.</li> </ul>
	Non HR Processes	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> </ul>

<b>Medical</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of</li> </ul>
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		<p>employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</p>
	Employee Record	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>• Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>• Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>

	Other HR	<ul style="list-style-type: none"> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> </ul>
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<b>Military Service Details</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>Manage Employee Information And Analytics.</li> </ul>



	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk</li> </ul>
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		<p>Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p>
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<b>Names</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> </ul>
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		<ul style="list-style-type: none"> <li>Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your</li> </ul>

		<p>Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</p> <ul style="list-style-type: none"> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>

	<p>Learning, Development and Training</p>	<ul style="list-style-type: none"> <li>• Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	<p>Recruitment, Employee Onboarding, and Redeployment</p>	<ul style="list-style-type: none"> <li>• Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	<p>Other HR</p>	<ul style="list-style-type: none"> <li>• Governance of HR regulatory obligations for JPMC employees.</li> <li>• HR call center for tier 1 JPMC employee questions and concerns.</li> <li>• HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations</li> </ul>
		<p>and Retirements, Talent Management and Succession Planning.</p> <ul style="list-style-type: none"> <li>• Manage Employee Information And Analytics.</li> </ul>

Non HR Processes	<ul style="list-style-type: none"><li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li><li>• Facilities Management processes including but not limited to Physical Security, Manage Data Centres, Moves and Changes, Strategic Planning</li><li>• Process to manage employee initiated expenses.</li><li>• Technology processes including but not limited to Access Management, Application Development, Architecture Management, Capacity Management, Change Management, Data Integrity Management, Deliver/Support Information Technology Services, Demand Management, Event Management, IT Governance Framework, IT Operations Management, IT Service Continuity Management, Incident Management, Information Security</li></ul>
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		<p>Management, Manage The Business Of Information Technology, Project Management, Release and Deployment Management, Request Fulfilment, Risk Management, Service Asset and Configuration Management, Service Level Management, Service Validation and Testing, Strategy Management, Supplier Management, Tech Portfolio Management, Technology Development, Technology Problem Management, User Tools Management</p> <ul style="list-style-type: none"> <li>• Training Management processes including but not limited to Training Governance, Training Provision, the monitoring and certification of programs, curriculum and capability in respect of training Required to be undertaken for regulatory or other compliance reasons. Monitoring and recording:- Training required to be undertaken for regulatory or other compliance reasons- The people required to undertake the required training- The making available of courses of required training- The notification to the people that are designated as being accountable for undertaking the required training- The people that have undertaken (and passed, if appropriate) the required training</li> </ul>
<b>National Identifiers</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> </ul>

		<ul style="list-style-type: none"> <li>Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of</li> </ul>
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		<p>JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</p>
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight</li> </ul>
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>

	<p>Recruitment, Employee Onboarding, and Redeployment</p>	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing</li> </ul>
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		<p>employee retirement, disengagement and redeployment.</p>
	<p>Other HR</p>	<ul style="list-style-type: none"> <li>HR call center for tier 1 JPMC employee questions and concerns.</li> <li>Manage Employee Information And Analytics.</li> </ul>
	<p>Non HR Processes</p>	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> </ul>

		<ul style="list-style-type: none"> <li>Technology processes including but not limited to Access Management, Application Development, Architecture Management, Capacity Management, Change Management, Data Integrity Management, Deliver/Support Information Technology Services, Demand Management, Event Management, IT Governance Framework, IT Operations Management, IT Service Continuity Management, Incident Management, Information Security Management, Manage The Business Of Information Technology, Project Management, Release and Deployment</li> </ul>
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		<p>Management, Request Fulfilment, Risk Management, Service Asset and Configuration Management, Service Level Management, Service Validation and Testing, Strategy Management, Supplier Management, Tech Portfolio Management, Technology Development, Technology Problem Management, User Tools Management</p>
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<b>Performance Details</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> </ul>
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	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
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	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
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	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> </ul>

		<ul style="list-style-type: none"> <li>• Manage Employee Information And Analytics.</li> </ul>
	Non HR Processes	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management</li> </ul>

		<p>Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p>
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			<ul style="list-style-type: none"> <li>• Training Management processes including but not limited to Training Governance, Training Provision, the monitoring and certification of programs, curriculum and capability in respect of training Required to be undertaken for regulatory or other compliance reasons. Monitoring and recording:- Training required to be undertaken for regulatory or other compliance reasons- The people required to undertake the required training- The making available of courses of required training- The notification to the people that are designated as being accountable for undertaking the required training- The people that have undertaken (and passed, if appropriate) the required training.</li> </ul>
<b>Personal Details</b>	<b>Contact</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> <li>• Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees.</li> </ul>
			Processes for implementing tax regulations and producing employee tax statements.

Employee Record	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>• Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>
Employee Relations	<ul style="list-style-type: none"> <li>• Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
Expatriate Administration	<ul style="list-style-type: none"> <li>• Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
Learning, Development and Training	<ul style="list-style-type: none"> <li>• Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>• Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor</li> </ul>

		<p>recruitment, processes for managing employee retirement, disengagement and redeployment.</p>
	<p>Other HR</p>	<ul style="list-style-type: none"> <li>• Governance of HR regulatory obligations for JPMC employees.</li> <li>• HR call center for tier 1 JPMC employee questions and concerns.</li> <li>• HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> <li>• Manage Employee Information And Analytics.</li> </ul>
	<p>Non HR Processes</p>	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that</li> </ul>

		<p>generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p> <ul style="list-style-type: none"> <li>Facilities Management processes including but not limited to Physical Security, Manage</li> </ul>
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		<p>Data Centres, Moves and Changes, Strategic Planning</p>
<p><b>Personal Dates</b></p>	<p>Compensation and Benefits</p>	<ul style="list-style-type: none"> <li>Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> </ul>

		<ul style="list-style-type: none"> <li>Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review</li> </ul>

		Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>

<p>Learning, Development and Training</p>	<ul style="list-style-type: none"> <li>• Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
<p>Recruitment, Employee Onboarding, and Redeployment</p>	<ul style="list-style-type: none"> <li>• Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
<p>Other HR</p>	<ul style="list-style-type: none"> <li>• HR call center for tier 1 JPMC employee questions and concerns.</li> <li>• HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> <li>• Manage Employee Information And Analytics.</li> </ul>
<p>Non HR Processes</p>	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control,</li> </ul>



		<p>Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p>
<p><b>Photographic Images</b></p>	<p>Employee Record</p>	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	<p>Employee Relations</p>	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>

	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll,</li> </ul>
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		<p>Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</p>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>

	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> </ul>
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		<ul style="list-style-type: none"> <li>Facilities Management processes including but not limited to Physical Security, Manage Data Centres, Moves and Changes, Strategic Planning</li> </ul>
<b>Political Views</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence</li> </ul>

	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
<b>Regulatory Designations</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as</li> </ul>
		leavers in the payroll and pay is adjusted accordingly.

Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
Other HR	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel</li> </ul>

		<p>Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</p>
	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> </ul>
<b>Religion</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change</li> </ul>

		Employee Data, Monitor Employee Consecutive Absence.
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
<b>Sexual Orientation</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations</li> </ul>

		<p>and Retirements, Talent Management and Succession Planning.</p> <ul style="list-style-type: none"> <li>• Manage Employee Information And Analytics.</li> </ul>
<b>Staff ID or Barcode</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</li> <li>• Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> <li>• Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</li> </ul>



	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER</li> </ul>
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		<p>endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</p> <ul style="list-style-type: none"> <li>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</li> </ul>
	Expatriate Administration	<ul style="list-style-type: none"> <li>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> <li>HR call center for tier 1 JPMC employee questions and concerns.</li> </ul>

		<ul style="list-style-type: none"> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> </ul>
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		<ul style="list-style-type: none"> <li>Manage Employee Information And Analytics.</li> </ul>
	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> <li>Facilities Management processes including but not limited to Physical Security, Manage Data Centres, Moves and Changes, Strategic Planning</li> <li>Process to manage employee initiated expenses.</li> </ul>

		<ul style="list-style-type: none"> <li>• Technology processes including but not limited to Access Management, Application Development, Architecture Management, Capacity Management, Change Management, Data Integrity Management, Deliver/Support Information Technology Services, Demand Management, Event Management, IT Governance Framework, IT Operations Management, IT Service Continuity Management, Incident Management, Information Security Management, Manage The Business Of Information Technology, Project</li> </ul>
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		<p>Management, Release and Deployment Management, Request Fulfilment, Risk Management, Service Asset and Configuration Management, Service Level Management, Service Validation and Testing, Strategy Management, Supplier Management, Tech Portfolio Management, Technology Development, Technology Problem Management, User Tools Management</p> <ul style="list-style-type: none"> <li>• Training Management processes including but not limited to Training Governance, Training Provision, the monitoring and certification of programs, curriculum and capability in respect of training Required to be undertaken for regulatory or other compliance reasons. Monitoring and recording:- Training required to be undertaken for regulatory or other compliance reasons- The people required to undertake the required training- The making available of courses of required training- The notification to the people that are designated as being accountable for undertaking the required training- The people that have undertaken (and passed, if appropriate) the required training</li> </ul>
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<b>Technology Identifiers</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>

	Non HR Processes	<ul style="list-style-type: none"> <li>Technology processes including but not limited to Access Management, Application Development, Architecture Management, Capacity Management, Change Management, Data Integrity Management, Deliver/Support Information Technology Services, Demand Management, Event Management, IT Governance Framework, IT Operations Management, IT Service Continuity Management, Incident Management, Information Security Management, Manage The Business Of Information Technology, Project Management, Release and Deployment Management, Request Fulfilment, Risk Management, Service Asset and Configuration Management, Service Level Management, Service Validation and Testing, Strategy Management, Supplier Management, Tech Portfolio Management, Technology Development, Technology Problem Management, User Tools Management</li> </ul>
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		<ul style="list-style-type: none"> <li>• Training Management processes including but not limited to Training Governance, Training Provision, the monitoring and certification of programs, curriculum and capability in respect of training Required to be undertaken for regulatory or other compliance reasons. Monitoring and recording:- Training required to be undertaken for regulatory or other compliance reasons- The people required to undertake the required training- The making available of courses of required training- The notification to the people that are designated as being accountable for undertaking the required training- The people that have undertaken (and passed, if appropriate) the required training</li> </ul>
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<b>Union Status</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>• Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees.</li> </ul>
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		Processes for implementing tax regulations and producing employee tax statements.
	Employee Record	<ul style="list-style-type: none"> <li>• Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>

	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
<b>Vehicle Registrations</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for implementing tax regulations and producing employee tax statements.</li> </ul>
	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>

	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
<b>Video Recordings</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>

	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance</li> </ul>
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		<p>Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p> <ul style="list-style-type: none"> <li>Facilities Management processes including but not limited to Physical Security, Manage Data Centres, Moves and Changes, Strategic Planning</li> </ul>
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<b>Voice Recordings</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
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	Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor</li> </ul>

		Human Resource Capacity, Promote Employees, Review Employee Performance.
	Other HR	<ul style="list-style-type: none"> <li>HR call center for tier 1 JPMC employee questions and concerns.</li> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> </ul>

	Non HR Processes	<ul style="list-style-type: none"> <li>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> </ul>
<b>Development related testing</b>	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor</li> </ul>

		Human Resource Capacity, Promote Employees, Review Employee Performance.
<b>Talent Details</b>	Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>

	Other HR	<ul style="list-style-type: none"> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</li> </ul>
<b>Languages</b>	Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
	Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
	Other HR	<ul style="list-style-type: none"> <li>Manage Employee Information And Analytics.</li> </ul>
<b>Workforce Activity</b>	Compensation and Benefits	<ul style="list-style-type: none"> <li>Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and</li> </ul>
		administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.

Employee Record	<ul style="list-style-type: none"> <li>Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.</li> </ul>
Employee Relations	<ul style="list-style-type: none"> <li>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</li> </ul>
Learning, Development and Training	<ul style="list-style-type: none"> <li>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</li> </ul>
Recruitment, Employee Onboarding, and Redeployment	<ul style="list-style-type: none"> <li>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</li> </ul>
Other HR	<ul style="list-style-type: none"> <li>Governance of HR regulatory obligations for JPMC employees.</li> <li>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management</li> </ul>

		<p>Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</p> <ul style="list-style-type: none"> <li>• Manage Employee Information And Analytics.</li> </ul>
	<p>Non HR Processes</p>	<ul style="list-style-type: none"> <li>• A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</li> <li>• Facilities Management processes including but not limited to Physical Security, Manage Data Centres, Moves and Changes, Strategic Planning</li> <li>• Process to manage employee initiated expenses.</li> </ul>

		<ul style="list-style-type: none"> <li>Technology processes including but not limited to Access Management, Application Development, Architecture Management, Capacity Management, Change Management, Data Integrity Management, Deliver/Support Information Technology Services, Demand Management, Event Management, IT Governance Framework, IT Operations Management, IT Service Continuity Management, Incident</li> </ul>
		<p>Management, Information Security Management, Manage The Business Of Information Technology, Project Management, Release and Deployment Management, Request Fulfilment, Risk Management, Service Asset and Configuration Management, Service Level Management, Service Validation and Testing, Strategy Management, Supplier Management, Tech Portfolio Management, Technology Development, Technology Problem Management, User Tools Management</p> <ul style="list-style-type: none"> <li>Training Management processes including but not limited to Training Governance, Training Provision, the monitoring and certification of programs, curriculum and capability in respect of training Required to be undertaken for regulatory or other compliance reasons. Monitoring and recording:- Training required to be undertaken for regulatory or other compliance reasons- The people required to undertake the required training- The making available of courses of required training- The notification to the people that are designated as being accountable for undertaking the required training- The people that have undertaken (and passed, if appropriate) the required training</li> </ul>

## Business Processes

<b>Compensation and Benefits</b>	Compensation, Benefits and Pension	<p>Compensation processes including, but not limited to, annual IC Compensation, coordinate Hires and Terminations, Manage Annual IC, Manage Deferred Compensation, Decide Compensation, Validate Annual IC, Plan Annual Salary increases, Provide oversight, processes for the management of employee benefits including benefit plan design, benefit vendor management, dependent verification etc., Oversee and administer all the Required pension plan programs, Administers and manages disability claims for JPMC employees.</p> <p><b>Personal data used for Compensation, Benefits and Pension Notice:</b></p> <ul style="list-style-type: none"><li>• Age</li><li>• Bank Account Details</li><li>• Workforce Activity</li><li>• Staff ID or Barcode</li><li>• Regulatory Designations</li><li>• Personal Dates</li><li>• Personal Contact Details</li><li>• Performance Details</li><li>• National Identifiers</li><li>• Names</li><li>• Medical</li><li>• Marital Status</li><li>• Leave of Absence Details</li><li>• Home Addresses</li><li>• Gender</li><li>• Family Details</li><li>• Employment History</li><li>• Disability Details</li><li>• Tax Details</li><li>• Building Location</li><li>• Citizenship/Nationality</li><li>• Compensation Details</li></ul>
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	Payroll	Payroll Processes, including but not limited to Payroll, Payroll Accounting, Payroll Tax Accounting, Overseeing and producing payment information for employees of JPMC. Overseeing the financial aspect of payroll processing for a corporate standard of reconciliations for JPMC employees. Processes for
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		<p>implementing tax regulations and producing employee tax statements.</p> <p><b>Personal data used for Payroll Notice:</b></p> <ul style="list-style-type: none"> <li>• Personal Dates</li> <li>• Vehicle Registrations</li> <li>• National Identifiers</li> <li>• Names</li> <li>• Marital Status</li> <li>• Leave of Absence Details</li> <li>• Home Addresses</li> <li>• Gender</li> <li>• Tax Details</li> <li>• Compensation Details</li> <li>• Citizenship/Nationality</li> <li>• Building Location</li> <li>• Bank Account Details</li> <li>• Age</li> <li>• Union Status</li> <li>• Staff ID or Barcode</li> <li>• Religion</li> <li>• Personal Contact Details</li> </ul>
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<b>Employee Record</b>	Data Management	Data Management including but not limited to Administer Employee Surveys, Change Employee Data, Monitor Employee Consecutive Absence.  Personal data used for Data Management Notice: <ul style="list-style-type: none"><li>• Age</li><li>• Workforce Activity</li><li>• Voice Recordings</li><li>• Vehicle Registrations</li><li>• Technology Identifiers</li><li>• Sexual Orientation</li><li>• Regulatory Designations</li><li>• Photographic Images</li><li>• Personal Contact Details</li><li>• Building Location</li><li>• Criminal Records</li><li>• Compensation Details</li><li>• Disability Details</li><li>• Electronic Communications</li><li>• Ethnicity</li><li>• Gender</li><li>• Investment Account Details</li><li>• Licenses/Certifications</li></ul>
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		<ul style="list-style-type: none"> <li>• Medical</li> <li>• Names</li> <li>• Performance Details</li> <li>• Bank Account Details</li> <li>• Languages</li> <li>• Video Recordings</li> <li>• Union Status</li> <li>• Staff ID or Barcode</li> <li>• Religion</li> <li>• Political Views</li> <li>• Personal Dates</li> <li>• Visa/Work Permit/Biometrics Details</li> <li>• Citizenship/Nationality</li> <li>• Date &amp; time on turnstile / door operation in JPMC facilities</li> <li>• Tax Details</li> <li>• Education History</li> <li>• Employment History</li> <li>• Family Details</li> <li>• Home Addresses</li> <li>• Leave of Absence Details</li> <li>• Marital Status</li> <li>• Military Service Details</li> <li>• National Identifiers</li> </ul>
	<p>Employee Offboarding</p>	<p>Employee Offboarding processes including, but not limited to, ensuring employees who have left the firm are accurately reflected as leavers in the payroll and pay is adjusted accordingly.</p> <p><b>Personal data used for Employee Offboarding Notice:</b></p> <ul style="list-style-type: none"> <li>• Disability Details</li> <li>• Staff ID or Barcode</li> <li>• Citizenship/Nationality</li> <li>• Building Location</li> <li>• Visa/Work Permit/Biometrics Details</li> <li>• Age</li> <li>• Regulatory Designations</li> <li>• Personal Dates</li> <li>• Personal Contact Details</li> <li>• Names</li> <li>• Leave of Absence Details</li> <li>• Home Addresses</li> <li>• Gender</li> </ul>

		<ul style="list-style-type: none"><li>• Employment History</li></ul>
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		<ul style="list-style-type: none"><li>• Education History</li><li>• Compensation Details</li></ul>
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<p><b>Employee Relations</b></p>	<p>Employee Relations</p>	<p>Employee Relations processes including but not limited to Complaints Handling, Determining Employee Notice/Consultation Period, Investigate and Respond to Employee Appeal/Concern, Investigate and address employee misconduct, Know Your Employee (KYE) Disciplinary Process, Maintain Severance Tools and Documentation, Provide ER endorsement/approval, Provide guidance to any employee challenge, Review Redundancy Proposal, Suspicious Activity Reporting (SAR) Oversight.</p> <p>Personal data used for Employee Relations Notice:</p> <ul style="list-style-type: none"> <li>• Disability Details</li> <li>• Electronic Communications</li> <li>• Ethnicity</li> <li>• Gender</li> <li>• Investment Account Details</li> <li>• Licenses/Certifications</li> <li>• Medical</li> <li>• National Identifiers</li> <li>• Personal Contact Details</li> <li>• Photographic Images</li> <li>• Regulatory Designations</li> <li>• Sexual Orientation</li> <li>• Technology Identifiers</li> <li>• Vehicle Registrations</li> <li>• Voice Recordings • Age</li> <li>• Building Location</li> <li>• Criminal Records</li> <li>• Compensation Details</li> <li>• Education History</li> <li>• Employment History</li> <li>• Family Details</li> <li>• Home Addresses</li> <li>• Leave of Absence Details</li> <li>• Marital Status</li> <li>• Names</li> <li>• Performance Details</li> <li>• Personal Dates</li> <li>• Political Views</li> <li>• Religion</li> <li>• Staff ID or Barcode</li> </ul>
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		<ul style="list-style-type: none"> <li>• Union Status</li> <li>• Video Recordings</li> <li>• Workforce Activity</li> <li>• Visa/Work Permit/Biometrics Details</li> <li>• Citizenship/Nationality</li> <li>• Date &amp; time on turnstile / door operation in JPMC facilities</li> </ul>
	<p>Diversity</p>	<p>Management and reporting of diversity initiatives including but not limited to producing required (regulatory) reporting.</p> <p>Personal data used for Diversity Notice:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Citizenship/Nationality</li> <li>• Ethnicity</li> <li>• Staff ID or Barcode</li> <li>• Names</li> <li>• Photographic Images</li> <li>• Leave of Absence Details</li> <li>• Building Location</li> <li>• Disability Details</li> <li>• Gender</li> <li>• Military Service Details</li> <li>• Performance Details</li> <li>• Sexual Orientation</li> </ul>

<p><b>Expatriate Administration</b></p>	<p>Employee Relocation Management</p>	<p>Global employee assignments and relocations processing including, but not limited to, Delivering Monthly Expat Payroll, Expat Benefits, Expatriate Reporting, Manage Domestic Relocation, Manage International Relocation, Pay Expat Tax, Process Visa &amp; Immigration.</p> <p>Personal data used for Employee Relocation Management Notice:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Visa/Work Permit/Biometrics Details</li> <li>• Citizenship/Nationality</li> <li>• Tax Details</li> <li>• Employment History</li> <li>• Gender</li> <li>• Leave of Absence Details</li> <li>• Names</li> <li>• Personal Contact Details</li> </ul>
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		<ul style="list-style-type: none"> <li>• Photographic Images</li> <li>• Bank Account Details</li> <li>• Staff ID or Barcode</li> <li>• Building Location</li> <li>• Compensation Details</li> <li>• Education History</li> <li>• Family Details</li> <li>• Home Addresses</li> <li>• Marital Status</li> <li>• National Identifiers</li> <li>• Personal Dates</li> <li>• Regulatory Designations</li> </ul>
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<p><b>Learning, Development and Training</b></p>	<p>Develop And Counsel Employees</p>	<p>Develop And Counsel Employees, including but not limited to Complete Licensing Requirements Review, designate Associated Person Status, Develop Staff, Monitor Human Resource Capacity, Promote Employees, Review Employee Performance.</p> <p><b>Personal data used for Develop And Counsel Employees Notice:</b></p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Visa/Work Permit/Biometrics Details</li> <li>• Building Location</li> <li>• Citizenship/Nationality</li> <li>• Compensation Details</li> <li>• Disability Details</li> <li>• Education History</li> <li>• Employment History</li> <li>• Ethnicity</li> <li>• Family Details</li> <li>• Gender</li> <li>• Home Addresses</li> <li>• Leave of Absence Details</li> <li>• Licenses/Certifications</li> <li>• Military Service Details</li> <li>• Names</li> <li>• National Identifiers</li> <li>• Performance Details</li> <li>• Personal Contact Details</li> <li>• Personal Dates</li> <li>• Photographic Images</li> <li>• Regulatory Designations</li> <li>• Staff ID or Barcode</li> <li>• Video Recordings</li> <li>• Voice Recordings</li> <li>• Development related testing</li> </ul>
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		<ul style="list-style-type: none"> <li>• Talent Details</li> <li>• Workforce Activity</li> </ul>
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<p><b>Recruitment, Employee Onboarding, and Redeployment</b></p>	<p>Recruitment, Employee Onboarding, Redeployment</p>	<p>Recruitment, Employee Onboarding and Redeployment Processes including but not limited to processes that provide recruitment for the firm, processes for the management for employee and contractor recruitment, processes for managing employee retirement, disengagement and redeployment.</p> <p><b>Personal data used for Recruitment, Employee Onboarding, Redeployment Notice:</b></p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Workforce Activity</li> <li>• Building Location</li> <li>• Citizenship/Nationality</li> <li>• Criminal Records</li> <li>• Compensation Details</li> <li>• Disability Details</li> <li>• Education History</li> <li>• Employment History</li> <li>• Ethnicity</li> <li>• Family Details</li> <li>• Gender</li> <li>• Home Addresses</li> <li>• Licenses/Certifications</li> <li>• Marital Status</li> <li>• Medical</li> <li>• Military Service Details</li> <li>• Names</li> <li>• National Identifiers</li> <li>• Performance Details</li> <li>• Personal Contact Details</li> <li>• Personal Dates</li> <li>• Photographic Images</li> <li>• Regulatory Designations</li> <li>• Staff ID or Barcode</li> <li>• Union Status</li> <li>• Languages</li> <li>• Visa/Work Permit/Biometrics Details</li> </ul>
<p><b>Other HR</b></p>	<p>Access HR Customer Service</p>	<p>HR call center for tier 1 JPMC employee questions and concerns.</p>



		<p><b>Personal data used for Access HR Customer Service Notice:</b></p> <ul style="list-style-type: none"><li>• Marital Status</li><li>• Voice Recordings</li><li>• Home Addresses</li><li>• Gender</li><li>• Employment History</li><li>• Compensation Details</li><li>• Citizenship/Nationality</li><li>• Building Location</li><li>• Bank Account Details</li><li>• Age</li><li>• Names</li><li>• National Identifiers</li><li>• Personal Contact Details</li><li>• Personal Dates</li><li>• Staff ID or Barcode</li><li>• Leave of Absence Details</li></ul>
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	<p>HR Business Partners</p>	<p>HR generalist function that interfaces with the business directly on people strategies and other HR initiatives including, but not limited to, Compensation Oversight, Counsel Employees, Executive Hiring, New Hire Offer Approvals, Performance Management Oversight, Reduction in Force, Resignations and Retirements, Talent Management and Succession Planning.</p> <p><b>Personal data used for HR Business Partners Notice:</b></p> <ul style="list-style-type: none"> <li>• Gender</li> <li>• Ethnicity</li> <li>• Electronic Communications</li> <li>• Compensation Details</li> <li>• Building Location</li> <li>• Home Addresses</li> <li>• Talent Details</li> <li>• Staff ID or Barcode</li> <li>• Regulatory Designations</li> <li>• Personal Contact Details</li> <li>• Names</li> <li>• Marital Status</li> <li>• Licenses/Certifications</li> <li>• Family Details</li> <li>• Employment History</li> <li>• Disability Details</li> </ul>
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		<ul style="list-style-type: none"> <li>• Citizenship/Nationality</li> <li>• Age</li> <li>• Workforce Activity</li> <li>• Voice Recordings</li> <li>• Sexual Orientation</li> <li>• Personal Dates</li> <li>• Performance Details</li> <li>• Medical</li> <li>• Leave of Absence Details</li> </ul>
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<p>HR Regulatory Management</p>	<p>Governance of HR regulatory obligations for JPMC employees.</p> <p><b>Personal data used for HR Regulatory Management Notice:</b></p> <ul style="list-style-type: none"> <li>• Personal Contact Details</li> <li>• Names</li> <li>• Leave of Absence Details</li> <li>• Workforce Activity</li> <li>• Citizenship/Nationality</li> <li>• Staff ID or Barcode</li> <li>• Employment History</li> <li>• Performance Details</li> <li>• Licenses/Certifications</li> <li>• Home Addresses</li> <li>• Criminal Records</li> <li>• Building Location</li> <li>• Regulatory Designations</li> </ul>
<p>Manage Employee Information And Analytics</p>	<p>Manage Employee Information And Analytics.</p> <p><b>Personal data used for Manage Employee Information And Analytics Notice:</b></p> <ul style="list-style-type: none"> <li>• Family Details</li> <li>• Home Addresses</li> <li>• Marital Status</li> <li>• Names</li> <li>• Performance Details</li> <li>• Personal Dates</li> <li>• Staff ID or Barcode</li> <li>• Workforce Activity</li> <li>• Bank Account Details</li> <li>• Building Location</li> <li>• Compensation Details</li> <li>• Education History</li> <li>• Ethnicity</li> </ul>

		<ul style="list-style-type: none"> <li>• Gender</li> <li>• Leave of Absence Details</li> <li>• Military Service Details</li> <li>• National Identifiers</li> <li>• Personal Contact Details</li> <li>• Sexual Orientation</li> <li>• Languages</li> <li>• Age</li> <li>• Visa/Work Permit/Biometrics Details</li> <li>• Citizenship/Nationality</li> <li>• Disability Details</li> <li>• Employment History</li> </ul>
<p><b>Non HR Processes</b></p>	<p>Compliance Processes, Investigations, Risk Management, Legal</p>	<p>A firmwide compliance management system for identifying, assessing, controlling, measuring, monitoring and reporting compliance risks across the firm, including but not limited to: Code of Conduct Management, Compliance Control, Compliance Monitoring, Compliance Regulatory Reporting, Control Room, Core Practices, Employee Compliance, GFCC Controls, Global Financial Crimes, Global Privacy, Market Conduct, Records Management and Retention, Regulatory, Sanctions. All processes related to the management of risk including but not limited to, Policies, Operational Risk, Market Risk, IT Risk, Fraud, Reputational Risk, Auditing, Common Risk Management Processes, IT Risk Management, Operational Risk Management, Regulatory Risk Management. Legal processes including but not limited to Legal Execution, Legal Governance. Legal is responsible for providing legal services to the Corporation and is organized by practice groups that generally align with the Corporation's lines of business (LOB) and corporate staff areas.</p> <p><b>Personal data used for Compliance Processes, Investigations, Risk Management, Legal Notice:</b></p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Bank Account Details</li> <li>• Workforce Activity</li> <li>• Voice Recordings</li> <li>• Video Recordings</li> <li>• Staff ID or Barcode</li> <li>• Regulatory Designations</li> <li>• Photographic Images</li> </ul>

		<ul style="list-style-type: none"><li>• Personal Dates</li></ul>
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		<ul style="list-style-type: none"> <li>• Personal Contact Details</li> <li>• Performance Details</li> <li>• National Identifiers</li> <li>• Names</li> <li>• Military Service Details</li> <li>• Marital Status</li> <li>• Licenses/Certifications</li> <li>• Leave of Absence Details</li> <li>• Investment Account Details</li> <li>• Home Addresses</li> <li>• Gender</li> <li>• Family Details</li> <li>• Employment History</li> <li>• Electronic Communications</li> <li>• Education History</li> <li>• Compensation Details</li> <li>• Date &amp; time on turnstile / door operation in JPMC facilities</li> <li>• Criminal Records</li> <li>• Citizenship/Nationality</li> <li>• Building Location</li> <li>• Visa/Work Permit/Biometrics Details</li> </ul>
	Expenses Management	<p>Process to manage employee initiated expenses.</p> <p><b>Personal data used for Expenses Management Notice:</b></p> <ul style="list-style-type: none"> <li>• Bank Account Details</li> <li>• Building Location</li> <li>• Names</li> <li>• Staff ID or Barcode</li> <li>• Workforce Activity</li> </ul>
	Facilities Management	<p>Facilities Management processes including but not limited to Physical Security, Manage Data Centres, Moves and Changes, Strategic Planning</p> <p><b>Personal data used for Facilities Management Notice:</b></p> <ul style="list-style-type: none"> <li>• Workforce Activity</li> <li>• Building Location</li> <li>• Leave of Absence Details</li> <li>• Names</li> <li>• Photographic Images</li> <li>• Video Recordings</li> </ul>

		<ul style="list-style-type: none"><li>• Visa/Work Permit/Biometrics Details</li></ul>
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		<ul style="list-style-type: none"><li>• Date &amp; time on turnstile / door operation in JPMC facilities</li><li>• Licenses/Certifications</li><li>• Personal Contact Details</li><li>• Staff ID or Barcode</li></ul>
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Technology	<p>Technology processes including but not limited to Access Management, Application Development, Architecture Management, Capacity Management, Change Management, Data Integrity Management, Deliver/Support Information Technology Services, Demand Management, Event Management, IT Governance Framework, IT Operations Management, IT Service Continuity Management, Incident Management, Information Security Management, Manage The Business Of Information Technology, Project Management, Release and Deployment Management, Request Fulfilment, Risk Management, Service Asset and Configuration Management, Service Level Management, Service Validation and Testing, Strategy Management, Supplier Management, Tech Portfolio Management, Technology Development, Technology Problem Management, User Tools Management</p> <p><b>Personal data used for Technology Notice:</b></p> <ul style="list-style-type: none"> <li>• Electronic Communications</li> <li>• Technology Identifiers</li> <li>• National Identifiers</li> <li>• Building Location</li> <li>• Workforce Activity</li> <li>• Staff ID or Barcode</li> <li>• Names</li> </ul>
Training Management	<p>Training Management processes including but not limited to Training Governance, Training Provision, the monitoring and certification of programs, curriculum and capability in respect of training Required to be undertaken for regulatory or other compliance reasons. Monitoring and recording:- Training required to be undertaken for regulatory or other compliance reasons- The people required to undertake the required training- The making available of courses of required training- The notification to the people that are designated as being accountable for undertaking the required</p>



		<p>training- The people that have undertaken (and passed, if appropriate) the required training</p> <p><b>Personal data used for Training Management Notice:</b></p> <ul style="list-style-type: none"><li>• Electronic Communications</li><li>• Workforce Activity</li><li>• Performance Details</li><li>• Technology Identifiers</li><li>• Building Location</li><li>• Staff ID or Barcode</li><li>• Names</li></ul>
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