

## Applicant and AutoZoner Privacy Policy

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**Last Updated: [November 6, 2025]**

This Privacy Policy is also available in [Spanish](#).

AutoZone values and respects the privacy of our workforce members' information. This Workforce Privacy Policy (the "Privacy Policy") describes how AutoZone, Inc. and its U.S. operating subsidiaries (including ALLDTATA LLC) and affiliates (collectively "AutoZone," "our," "us," "we," or "Company"), collect, use, and disclose Personal Information related to current and former employees, independent contractors, and other temporary workers (collectively, "AutoZoners"), AutoZoners' emergency contacts, dependents, and beneficiaries, and job applicants, in the recruitment and employment contexts. It also contains other important information including rights you may have with regard to your Personal Information, and how you can contact us with questions about this Privacy Policy or your information privacy rights.

For purposes of this Privacy Policy, Personal Information means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with an individual or household. Personal Information does not include information that is publicly available from government records, deidentified or aggregated information.

This Privacy Policy applies to the Personal Information we collect in connection with our recruiting processes and your employment-related interactions with us, including when you:

- Visit our Careers website to apply for a job with AutoZone, or access applicant or employee resources.
- Participate in recruiting activities in our stores, distribution centers, Store Support Centers, or at our hiring events.
- Use our information technology resources, including but not limited to networks, devices, communications tools, and applications.
- Sign up to receive information from us.
- Engage in phone, email and other electronic communications with us, customers and other AutoZoners.

It also applies to Personal Information that we receive about you from service providers such as recruiters, background check providers, customers, other AutoZoners, and references. You can find out more information about the sources from which we collect Personal Information during recruitment and employment below.

This Privacy Policy does not apply to our international subsidiaries and affiliates, such as ALLDATA Europe or ALLDATA Canada, AutoZone Mexico or AutoZone Brazil, among others. You can find the applicable description of privacy practices by clicking on the links available on the websites operated by these companies. Also, this Privacy Policy does not apply to third-party websites that may be accessible through our websites, nor does it apply to the information we collect from you when you interact with us in a consumer, rather than an employment, capacity.

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### WHAT INFORMATION TO WE COLLECT?

The table below describes the categories of Personal Information we have collected and disclosed for a business purpose over the last twelve (12) months about AutoZoners and their emergency contacts, beneficiaries, and dependents, as well as job applicants, the sources we collect the information from, our purposes for collecting the information, and the types of recipients that we may disclose the information to. It includes [Notice at Collection](#) information for California residents as required by the California Consumer Privacy Act (“CCPA”).

We do not “sell” or “share” Personal Information, as those terms are defined by the CCPA, of job applicants, AutoZoners or their emergency contacts, dependents, or beneficiaries. We have not “sold” or “shared” this information in the preceding twelve (12) months.

**We do not collect or use Sensitive Personal Information of job applicants, AutoZoners or their emergency contacts, dependents, or beneficiaries for the purposes of inferring characteristics of our job applicants, AutoZoners or their emergency contacts, dependents, or beneficiaries. Such information is used only for the purposes permitted by the CCPA’s implementing regulations, Cal. Code Regs. tit. 11 § 7027(m).**

We do not knowingly collect, “sell” or “share” Personal Information from children under the age of 16. If a child under the age of 16 has provided us with Personal Information, we ask that a parent or guardian contact us so that the information can be deleted.

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### IDENTIFIERS

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose Your Information To?
Identification and contact information such as name, address, telephone number, email address, Social Security number or other government-issued identification numbers, driver's license number, license plate number, applicant and/or employee ID, Internet Protocol ("IP") address, signature, date of birth, and application platform log-in credentials	<ul style="list-style-type: none"><li>• From you when you submit a resume, job application, interact with our application platform, complete the AutoZoner onboarding process, or submit other employment-related documentation to us</li><li>• From the devices you use to access our websites, systems, applications and other technologies</li><li>• From companies that provide services on our behalf (e.g., sourcing, recruiting and onboarding providers, background check providers, screening providers, payroll, and benefits providers)</li><li>• From other people and companies, including references, social media platforms, public records sources, current and former AutoZoners</li></ul>	<ul style="list-style-type: none"><li>• To recruit, manage and support our workforce</li><li>• To maintain records related to your application for employment</li><li>• To support human resource processes, including administering your pay and providing benefits to you</li><li>• To support workforce analytics</li><li>• To communicate with you, your emergency contacts, and beneficiaries</li><li>• To comply with laws and regulations</li><li>• To monitor your use of Company-owned technology in accordance with our policies and procedures</li><li>• Fraud prevention, security, safety and asset protection</li></ul>	<ul style="list-style-type: none"><li>• Vendors that process information on our behalf (e.g., providers of human capital management services, workforce application providers, payroll and benefits providers, data storage providers, credit reporting agencies and background check providers)</li><li>• Customers, for communication purposes</li><li>• Law enforcement, government authorities and other entities if we deem such disclosure necessary to comply with the law, support investigations and to protect the safety, rights and property of you, us, and others</li><li>• Our affiliates and subsidiaries, and any successor to all or part of our business</li></ul>

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### INTERNET & NETWORKING ACTIVITY

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose Your Information To?
<p>Internet or other similar network activity that is collected when you visit our websites, or use our equipment, networks, systems or other resources such as email and instant message applications</p> <p>Personal Information that is collected from website technologies includes IP address, your application platform login credentials, and webpages you visit</p>	<ul style="list-style-type: none"><li>• From the devices or computers you use to access our websites, our systems, applications, and other network resources</li><li>• From technologies such as cookies that our website and application platform providers maintain on our websites</li><li>• From other companies that provide security and fraud prevention services</li></ul>	<ul style="list-style-type: none"><li>• To support and manage our job application process and our workforce</li><li>• To improve applicant experience on our website</li><li>• To monitor the use of Company-owned technology in accordance with our policies and procedures</li><li>• Fraud prevention, security, safety, and asset protection</li></ul>	<ul style="list-style-type: none"><li>• Vendors that process information on our behalf, such as our website hosting and performance providers, workforce application platform provider, data storage providers, and fraud prevention services</li><li>• Law enforcement, public and government authorities, and other entities as we deem reasonably necessary to comply with law, support investigations, and protect the safety, rights and property of you, us, and others</li><li>• Our affiliates and subsidiaries, and any successor to all or part of our business</li></ul>

### EDUCATIONAL & PROFESSIONAL INFORMATION

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose Your Information To?
<p>Applicant and AutoZoner resumes, transcripts, certifications, skills and proficiencies, and trainings attended</p>	<ul style="list-style-type: none"><li>• From you</li><li>• From companies that provide services on our behalf (e.g., education verification services)</li><li>• From other people and companies, including references, social media platforms, public records sources, current and former AutoZoners, educational institutions, and professional organizations</li></ul>	<ul style="list-style-type: none"><li>• To evaluate applicant and AutoZoner qualifications for hiring and promotions</li><li>• To recruit, manage, and support our workforce</li><li>• To comply with laws and regulations</li></ul>	<ul style="list-style-type: none"><li>• Vendors that process information on our behalf, such as data storage and human capital management providers</li><li>• Law enforcement, public and government authorities, and other entities as we deem reasonably necessary to comply with law, support investigations, and protect the rights and property of you, us, and others</li><li>• Our affiliates and subsidiaries, and any successor to all or part of our business</li></ul>

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### DEMOGRAPHIC INFORMATION

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose Your Information To?
Demographics as permitted by law or as voluntarily disclosed, such as age, race, ethnicity, national origin, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, reproductive health, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status	<ul style="list-style-type: none"><li>• From you</li><li>• From companies that provide services on our behalf (e.g., sourcing, recruiting and onboarding providers, background check providers, screening providers, payroll and benefits providers)</li><li>• From government entities</li></ul>	<ul style="list-style-type: none"><li>• To manage and support our workforce</li><li>• To provide AutoZoner benefits</li><li>• To provide accommodations and assess eligibility for certain benefits (e.g., tax benefits)</li><li>• To support workforce analytics</li><li>• To comply with laws and regulations</li></ul>	<ul style="list-style-type: none"><li>• Vendors that process information on our behalf, such as data storage and human capital management providers</li><li>• Law enforcement, public and government authorities, and other entities as we deem reasonably necessary to comply with law, support investigations, and protect the rights and property of you, us, and others</li><li>• Our affiliates and subsidiaries, and any successor to all or part of our business</li></ul>

### GEOLOCATION DATA

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose Your Information To?
<p>General geolocation based on IP address or mobile device location information when you visit our websites or access our corporate network resources</p> <p>Precise geolocation when you operate our Company vehicles</p>	<ul style="list-style-type: none"><li>• From the devices you use to access our systems, applications, and other technologies</li><li>• From companies that provide security and fraud prevention services</li><li>• From telematic devices in our Company vehicles technologies</li></ul>	<ul style="list-style-type: none"><li>• To monitor use of technology and our vehicles in compliance with our policies and practices</li><li>• To comply with laws and regulations</li><li>• Fraud prevention, security safety, and asset protection regulations</li></ul>	<ul style="list-style-type: none"><li>• Vendors who provide geolocation services</li><li>• Law enforcement, public and government authorities, and other entities as we deem reasonably necessary to comply with law, support investigations, and protect the safety, rights and property of you, us, and others</li><li>• Our affiliates and subsidiaries, and any successor to all or part of our business</li></ul>

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### EMPLOYMENT INFORMATION

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose Your Information To?
Employment history, performance evaluations, work schedule, salary and other compensation information, benefits and allowances including health insurance information, tenure, hours worked, terms of employment, records of any disciplinary proceedings or investigations, job responsibilities, background check information, drug testing results, work schedule, business and travel expenses, and any documentation relating to work eligibility	<ul style="list-style-type: none"><li>• From you</li><li>• From references</li><li>• Through your work-related interactions with coworkers, supervisors, and other individuals in the workplace or while performing work-related activities</li><li>• From companies that provide services on our behalf (e.g., sourcing, recruiting and onboarding providers, background check providers, screening providers, payroll, and benefits providers)</li><li>• From companies that provide Security and that provide security and fraud prevention services</li></ul>	<ul style="list-style-type: none"><li>• To recruit, manage and support our workforce</li><li>• To manage the employment relationship, including determining and assessing pay and benefits to you</li><li>• To support workforce analytics</li><li>• To comply with laws and regulations</li><li>• Fraud prevention, security, safety and asset protection</li></ul>	<ul style="list-style-type: none"><li>• Vendors that process information on our behalf, such as data storage providers, human capital management providers, benefits, payroll, and background check providers</li><li>• Law enforcement, public and government authorities, and other entities as we deem reasonably necessary to comply with law, support investigations, and protect the rights and property of you, us, and others</li><li>• Our affiliates and subsidiaries, and Any successor to all or part of our business</li></ul>

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### AUDIO, ELECTRONIC, VISUAL INFORMATION

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose Your Information To?
Video recordings of your access to and activities in our facilities or outside of Company-owned vehicles, video or audio recordings of online meetings, audio recordings of calls made or received using our communications equipment, records of electronic communication content including email and messaging applications	<ul style="list-style-type: none"><li>• From cameras deployed in our stores, in parking lots, the Store Support Center, distribution centers and other facilities, and outward-facing cameras our Company vehicles</li><li>• From call recordings, video meetings platforms</li><li>• From you or the devices or computers you use to access our systems, applications, and other technologies</li></ul>	<ul style="list-style-type: none"><li>• To monitor use of our technology in compliance with our policies and practices</li><li>• To operate and improve our business</li><li>• Training and process improvement</li><li>• Fraud prevention, security, safety, and asset protection</li></ul>	<ul style="list-style-type: none"><li>• Vendors that process information on our behalf, such as data storage providers, communications providers, and security and fraud prevention providers</li><li>• Law enforcement, public and government authorities, and other entities as we deem reasonably necessary to comply with law, support investigations, and protect the safety, rights and property of you, us, and others</li><li>• Our affiliates and subsidiaries, and any successor to all or part of our business</li></ul>

### COMMERCIAL INFORMATION

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose Your Information To?
We do not collect consumer purchasing history or preference information from applicants or AutoZoners in an employment-related context	n/a	n/a	n/a

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### BIOMETRIC INFORMATION

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose Your Information To?
We do not collect biometric information from our applicants or AutoZoners	n/a	n/a	n/a

### SENSITIVE PERSONAL INFORMATION UNDER THE CALIFORNIA CONSUMER PRIVACY ACT

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose Your Information To?
Government identification numbers, login credentials used to access Company accounts, financial data, precise geolocation, health information, certain demographics such as racial or ethnic origin, religious or philosophical beliefs, contents of communications you send or receive using AutoZone resources where we are not a recipient	<ul style="list-style-type: none"><li>• From you</li><li>• From companies that provide services on our behalf (e.g., sourcing, recruiting and onboarding providers, background check, screening, payroll, and benefits providers)</li><li>• From the devices you use to access our systems, applications, and other technologies</li><li>• From telematic devices located in our Company vehicles</li></ul>	<ul style="list-style-type: none"><li>• To recruit, manage and support our workforce</li><li>• To manage our employment relationship, including providing pay and benefits to you</li><li>• To process accommodation requests</li><li>• To monitor use of Company vehicles in compliance with our policies and practices</li><li>• To comply with laws and regulations</li><li>• Fraud prevention, security, safety, and asset protection</li></ul>	<ul style="list-style-type: none"><li>• Vendors that process information on our behalf, such as data storage providers, human capital management providers and security and fraud prevention providers</li><li>• Law enforcement, public and government authorities, and other entities as we deem reasonably necessary to comply with law, support investigations, and protect the safety, rights and property of you, us, and others</li><li>• Our affiliates and subsidiaries, and any successor to all or part of our business</li></ul>

### INFERENCES USED TO CREATE APPLICANT OR AUTOZONER PROFILES

What Information Does This Include?	Where Do We Collect It From?	Why Do We Collect and Disclose It?	Who Do We Disclose It To?
We do not create profiles about our applicants or AutoZoners	n/a	n/a	n/a



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### HOW LONG DO WE RETAIN PERSONAL INFORMATION?

We retain the categories of Personal Information we collect regarding applicants, AutoZoners and their emergency contacts, dependents, or beneficiaries for as long as reasonably necessary to assess employability, manage ongoing employment relationships, achieve the purposes disclosed above, and comply with legally-mandated retention periods. Accordingly, we may need to retain Personal Information after employment relationships end or after employment decisions are made. The length of retention may vary depending upon factors such as:

- The existence of an ongoing relationship between you or your beneficiaries and us
- Recordkeeping or legal compliance requirements
- Pending or anticipated litigation
- The need to resolve inquiries or complaints
- Identifying other employment opportunities for you
- Protecting the rights or safety of you, us, or others

Below are representative examples of retention periods for documents and records that contain categories of Personal Information:

Record/Document	Personal Information Categories	Retention Period
Security camera footage (at our Stores, Distribution Centers, Store Support	Visual images, employment information	30-45 days
Company vehicle Telematics device data	Identifiers, precise geolocation data	5 years
Data collected by website technologies	Identifiers, internet and electronic network activity	Maximum of 4 hours
AutoZoner emails & chat messages	Identifiers, employment information, contents of electronic communications	2 years
Application / resume	Identifiers, education, professional and employment information, demographics, sensitive personal information	7 years after termination
Background check consent	Identifiers, demographics, sensitive personal information	7 years after termination
Offer letter/worksheet/critical hire form	Identifiers, employment information	7 years after termination
Disciplinary actions	Identifiers, employment information	7 years after termination
Performance appraisals	Identifiers, employment information	7 years after termination
Employee handbook acknowledgements	Identifiers, signature	10 years after termination
Personnel files	Identifiers, demographics, employment information, sensitive personal	Permanent

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401(k) and pension plan documents (SPDs, SSMs), participant notices, account records, distribution forms, QDROs, appeal records and amendments	Identifiers, demographics, sensitive personal information	Permanent
Life and AD&D beneficiary designation or change form	Identifiers, demographics, sensitive personal information	Permanent
Confidentiality agreements (with intellectual property provisions)	Identifiers	Permanent
Accident, disability and illness reports (including FMLA documentation)	Identifiers, sensitive personal information	Permanent

### SOURCES OF PERSONAL INFORMATION COLLECTION

We collect Personal Information about you from the following categories of sources:

- **Directly From You** – for example, when you complete an application, submit to a drug or alcohol screen, consent to a background check, complete your employment benefits election, complete an engagement survey, participate in training and development activities, or perform other work-related activities that require submission of your Personal Information to complete, fulfill, or otherwise perform our business objective(s) and/or manage our recruitment and employment processes.
- **From Technologies at our Premises, on our Systems, Websites and Vehicles** – for example, we use cameras and other technologies in our stores, in parking lots and at other facilities for fraud prevention, security, and asset protection. We monitor the devices that are used to connect to our systems, applications, and other network resources, to detect and measure security and fraud threats, as well as to monitor compliance with Company policies. Our Careers website uses technologies that collect information relating to the device you are using in order to operate the website and facilitate communication between the website and your device. Our Company vehicles are equipped with outward-facing cameras and telematic tracking devices to monitor the usage of our vehicles in accordance with our policies and procedures, and for safety reasons.
- **From Other Companies and People** – for example, references, social media, public records sources, and other companies that assist us in completing our recruiting and employment-management activities.

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### HOW DO WE USE YOUR INFORMATION?

We collect and use Personal Information, including Sensitive Personal Information, about job applicants for purposes of identifying, determining eligibility, and evaluating candidates for positions, conducting pre-employment screening checks, where and to the extent permitted by applicable law, record-keeping related to hiring processes, analyzing the hiring process and outcomes, to prevent fraud and other criminal activity, to comply with legal, regulatory, and corporate governance requirements, to investigate complaints, to exercise our legal rights and defend claims, and for other purposes about which we may notify you.

We collect and use Personal Information, including Sensitive Personal Information, about AutoZoners and your emergency contacts, dependents, and beneficiaries for internal business purposes, including human resources, benefits administration, health and safety, to prevent fraud and other criminal activity, to comply with legal, regulatory, and corporate governance requirements, to investigate workplace complaints, to facilitate workplace initiatives, exercise our legal rights and defend claims, and for other purposes about which we may notify you.

Below are some additional examples of the purposes for which we collect and use Personal Information:

- **Workforce Management and Support Activities** – for example, managing work activities and personnel, recruitment, appraisals and evaluations, performance management, promotions and succession planning, transfers, rehiring, administering salary, compensation administration and reviews, wages, bonuses, and other awards, processing AutoZoner Assistance Fund requests, AutoZoner and family-related healthcare benefits, retirement savings plans, training, leave, managing disability and sickness leave and accommodations.
- **Corporate Management Activities** – for example, conducting internal audits and workplace investigations, investigating and enforcing compliance with our policies and procedures, engaging in corporate transactions, maintaining commercial insurance policies including for life and health, workers' compensation, and general liability, exercising or defending our legal rights and the rights of our employees, customers, contractors and agents, and complying with legal obligations.
- **Facilities, Equipment and Systems Access and Authorization Management** – for example, safeguarding our facilities, IT infrastructure, office equipment and other property, ensuring business continuity, property and device management (e.g., laptops and mobile phones), protecting the health and safety of you, our customers, and others.
- **Workforce Analytics** – for example, analytics used to support workforce management activities referenced above, other operational activities, and measuring performance.
- **Communications Activities** – for example, facilitating communication with AutoZoners and AutoZone customers, property and device management (e.g., laptops and mobile phones), providing human resources information, identifying and providing reasonable accommodations, communicating with your nominated contacts in an emergency, communicating with your beneficiaries and dependents.

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### WHO DO WE DISCLOSE YOUR INFORMATION TO?

We may disclose your information for our business purposes and as legally required or permitted by law:

- **With Vendors** – for example, companies that assist us with recruitment processes, companies that provide products, services, and other employment benefits to AutoZoners, website hosting providers, application platform providers, data storage providers, and other vendors as we deem necessary to manage our business and workforce.
- **With Our Subsidiaries and Affiliates** – for example, joint projects with one of our international subsidiaries.
- **With Any Successor to All or Part of Our Business** – for example, if all or part of our business is sold or otherwise acquired, we may disclose our associate lists and other Personal Information we collect in preparation for or as part of that transaction.
- **Comply with the Law / Cooperate with Law Enforcement** – for example, complying with a search warrant or subpoena, federal and state agency requests, reporting requirements regarding finances and taxes.
- **For Security, Safety, and Fraud Prevention** – for example, to detect, prevent and investigate potentially fraudulent or unlawful activities, to collect unpaid debts, cooperation with civil or criminal investigations into alleged AutoZoner or Company misdeeds.

### YOUR CALIFORNIA PRIVACY RIGHTS

Under CCPA, California residents are afforded certain rights related to their Personal Information, subject to applicable exceptions. These rights include:

- **Right to Know/Access Personal Information:** The right to know what Personal Information we have collected about you, request access to your Personal Information and, where technically feasible, request a copy of your Personal Information in a portable format. This includes the right to obtain certain information about how we collect and disclose your Personal Information, including the categories or specific pieces of information we have collected, the sources from which we have collected information, the business or commercial purpose for collecting the information, and the categories of recipients we have disclosed information to.
- **Right to Request Deletion of Personal Information:** The right to request that we delete your Personal Information.
- **Right to Correct Inaccurate Personal Information:** The right to request that we correct inaccurate Personal Information we maintain about you.

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- **Right to Opt-Out of Sales/Sharing & Limit the Use of Sensitive Personal Information:** The right to restrict how we use your Personal Information, including your Sensitive Personal Information. However, please note that we do not “sell” or “share” Personal Information, as those terms are defined by the CCPA, that we collect in an employment context, nor do we collect or use Sensitive Personal Information to infer characteristics about our workforce.
- **Right to Non-Discrimination:** The right not to be discriminated or retaliated against for exercising your CCPA rights.

### EXERCISING YOUR CALIFORNIA PRIVACY RIGHTS

If you are a California resident, or the authorized agent of a California resident, and would like to exercise CCPA privacy rights, you may do so:

- By Website: <http://dsar.autozone.com>
- By Telephone: (866) 246-5230

To submit a request to access, delete, or correct your Personal Information, you may be asked to provide your name, physical address, and email address. In order to protect your Personal Information, we may ask you to provide additional information to verify your identity. You may also submit a request to exercise your rights through an authorized agent, in which case your agent must present signed written permission to act on your behalf. You may be required to independently verify your identity with us and confirm that you have provided authorization to the agent. Any identity verification information you provide will be utilized only to process your request and for recordkeeping purposes.

There may be circumstances where we cannot fulfill your request, as permitted under the CCPA. For example, if you submit a request to delete your Personal Information, we may need to retain certain Personal Information to manage our employment relationship with you, detect fraud, or comply with our legal obligations.

### DIFFICULTY ACCESSING OUR PRIVACY POLICY?

Individuals with disabilities who are unable to usefully access our Privacy Policy online may contact us through the contact information listed below to inquire how they can obtain a copy of our Privacy Policy in an accessible format.

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### CONTACT US

If you have any questions about this Privacy Policy or how to exercise your privacy rights, please contact us:

**AutoZone Privacy Team**

123 S. Front Street

Memphis, TN 38103

[Privacy@AutoZone.com](mailto:Privacy@AutoZone.com)

Privacy Rights Request: <https://dsar.AutoZone.com>