

NOTICE TO APPLICANTS/EMPLOYEES CALIFORNIA PRIVACY RIGHTS

This Notice provides you with necessary information about the personal information collected by SuperCare Health, how this information may be used, your privacy rights and SuperCare's obligations in accordance with the California Consumer Privacy Act of 2018 ("CCPA") and the California Privacy Rights Act of 2020 ("CPRA").

For purposes of this Notice, Personal Information (PI) is a fact about an individual which, if combined with one or more other facts about that individual, would enable others to determine the specific person to whom the facts apply. The contents of job applications, employee personnel records, employee tracking, and employee communications are all generally considered Personal Information herein.

YOUR RIGHTS

1. You have the right to access PI which we may collect or retain about you. If requested, we shall provide you with a copy of your PI which we collect as permitted by the CCPA/CPRA. You also have the right to receive your PI in a structured and commonly used format so that it can be transferred to another entity.
2. You have the right to request that we disclose the following about your PI, as defined by the CCPA/CPRA:
 - a. The specific PI we may collect;
 - b. The categories of PI we may collect;
 - c. The categories of sources from which we may collect your PI;
 - d. The business purpose(s) for collecting or sharing your PI;
 - e. The categories of PI we may disclose for business purposes; and
 - f. The categories of third parties to whom we may share your PI.
3. You have the right to opt-out and request that we do not sell your Personal Information but please note **SuperCare Health does not sell Personal Information within the meaning of the CCPA/CPRA.**
4. You have the right to limit how your PI is disclosed or shared with third parties, as defined in the CCPA/CPRA.
5. In certain circumstances, you have the right to request the erasure of your PI. Upon verifying the validity of a deletion request, we will delete your PI from our records, and instruct any service providers or third parties to delete your information, when applicable.
6. In certain circumstances, you have the right to request correction of any inaccurate PI. Upon verifying the validity of a correction request, we will use commercially reasonable efforts to correct your PI as directed, taking into account the nature of the PI and the purposes of maintaining your PI.
7. The above rights are not absolute, and we may be entitled to refuse requests, wholly or partly, where exceptions under applicable law apply.

EXERCISING YOUR RIGHTS

If you are a California resident, you can exercise any of your rights as described in this Notice and under applicable privacy laws by sending an email to humanresources@supercare.com. We will not discriminate against you for exercising your rights.

PERSONAL INFORMATION COLLECTED

Personal Information generally collected by SuperCare includes the following information:

- Identifiers, such as name, government-issued identifier (e.g., Social Security number), and unique identifiers (e.g., employee ID);
- Personal information, such as real name, signature, SSN, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, federal identification authorizing work in the United States, access and/or passcodes, insurance policy number, education, employment, employment history, bank account number, other financial information, medical information, or health insurance information;
- Characteristics of protected classifications under California or federal law, such as age, marital status, gender, sex, race, color, disability, citizenship, primary language, immigration status, military/veteran status, disability, request for leave, and medical conditions;
- Commercial information, such as transaction information and purchase history (e.g., in connection with travel or other reimbursements);
- Internet or network activity information, such as browsing history and interactions with our online systems and websites and any personal information that you provide while accessing SuperCare's computer systems, such as passwords;
- Geolocation data, such as device location from usage of the Company's devices or Company-installed software;
- Biometric information related to access to the Company's secured access points;
- Audio, electronic, visual, and similar information;
- Professional or employment-related information, such as work history and prior employer; and
- Non-public education information.

USE OF PERSONAL INFORMATION

We may use Personal Information for the following reasons:

- To operate, manage, and maintain its business;
- For hiring, retention, and employment purposes;
- To process payroll;
- To track time and attendance;
- To manage workers' compensation claims;
- To administer and maintain benefits, including group health insurance;

- To administer and maintain retirement service;
- To manage employee performance of their job duties, including promotions, discipline, and/or termination;
- To conduct workplace investigations;
- To evaluate job applicants and candidates for employment;
- To obtain and verify background checks;
- To otherwise accomplish our business purposes and objectives, including, for example:
 - Emergency services;
 - Conducting research, analytics, and data analysis;
 - Maintaining Company facilities and infrastructure;
 - Quality and safety assurance measures;
 - Conducting risk and security controls and monitoring;
 - Protecting confidential and trade secret information;
 - Detecting and preventing fraud;
 - Performing identity verification;
 - Performing accounting, audit, and other internal functions, such as internal investigations;
 - Complying with the law, legal process, and internal policies;
 - Maintaining records;
 - Claims processing;
 - Responding to legal requests for information and subpoenas; and
 - Exercising and defending legal claims.
- Any other purposes authorized by the California Privacy Protection Agency, California or Federal law.

SHARING OF PERSONAL INFORMATION WITH THIRD PARTIES

Depending on the employee's role and other considerations, we may share Personal Information with some the following categories of third parties:

- * Accounting and auditing firms
- * Applicant tracking and onboarding vendors
- * Benefits brokers and providers
- * Financial advisors
- * Insurance companies and brokers
- * Law firms
- * Payroll and expense reimbursement vendors
- * Social media platforms (e.g., LinkedIn)
- * Staffing Agencies
- * State and federal government agencies
- * Accreditation companies

DATA RETENTION

We retain the information we receive from and about you for a period of five years from the date of separation of employment (or rejection of an applicant), unless a shorter or longer period is required by California or Federal law. We use a reasonable standard of care to store and protect your PI. We use appropriate physical, technical and organizational security measures and procedures to protect PI from unauthorized use, loss, alteration, destruction or modification.