



California Job Applicant Privacy Notice

This California Job Applicant Privacy Notice (“Privacy Notice” or “Notice”) applies to applicants who are California residents and explains what categories of Personal Information GenesisCare USA, Inc., including our affiliated entities (referred to collectively as “GC USA,” “we,” “our,” or “us”), collects about you and for what purposes we use that information.

What Personal Information We Collect

For purposes of this Privacy Notice, “Personal Information” (“PI”) means any information that, by itself or in combination with other information, identifies, relates to, describes, references, is capable of being associated with, or can reasonably be linked, directly or indirectly, to an individual, a device, or a household.

We may collect the following categories of Personal Information in connection with our recruiting activities:

Categories of PI	Description
Identifiers	Name, alias, postal address, email address, and Social Security number, driver’s license number or state ID card number, passport number, or other similar identifiers.
Personal information categories listed in the California Customer Records statute.	Signature, physical characteristics or description, telephone number, education, and employment/employment history.
Protected classification characteristics under California or federal law.	Age, race, color, ancestry, national origin, citizenship, religion or creed, marital status, gender, medical condition, and veteran or military status.
Professional or employment related information	Current or past job history or performance evaluations

Why We Collect and Use Job Applicant Personal Information

We use and disclose the personal information we collect for our business purposes. These business purposes include, without limitation:

- Identifying and evaluating job applicants, including assessing skills, qualifications, and interests.
- Verifying your information and carrying out employment, background, and reference checks, where applicable, subject to your consent where required by applicable law.
- Communicating with you about the recruitment process and your application.
- Keeping records related to our hiring processes.
- Creating and submitting reports as required by applicable laws or regulations.
- Analyzing and improving our application and recruitment process.
- Creating, maintaining, customizing, and securing your account with us.

- Complying with applicable laws, regulations, legal processes, or enforceable government requests.
- Sharing your Personal Information with third parties that assist us with collecting application information, and background check processing.

If you are offered and accept employment with GenesisCare, USA., Inc., the Personal Information collected during the job applicant and recruitment process may become part of your employment record.

Revisions to this Privacy Notice

GC USA may periodically revise this Privacy Notice to reflect changes in our practices and/or changes in applicable law. GC USA will not collect additional categories of your Personal Information or use your Personal Information already collected for additional purposes without providing you with a notice of our intent to do so. If we make any material changes to this Notice, we will notify you by email before such changes are effective at the email address you have provided to us.

Questions, Concerns and Contact Information

For questions about our privacy practices, please contact us at 21Cprivacy@usa.genescare.com or (866) 679-8944.