

California Job Applicant Privacy Notice

Effective Date/Last Updated: [January 2023]

Your privacy is important to Option Care Health Inc., Naven Health, and our affiliates and subsidiaries Option Care Enterprises, Inc., ("Option Care Health", "Naven Health" or the "Company"). This California Job Applicant Privacy Notice describes the processing of Personal Information (defined below) that we collect about individuals who apply for a job with us and who reside in California ("Candidates"), including Candidates who submit information through our job applicant portal provided by our service provider, and the purposes for which we use that information. It also describes your choices about the collection, sharing, and use of your Personal Information.

By applying for a job with us, you acknowledge that you have read, understood, and agree to the practices described in this California Job Applicant Privacy Notice. If you use our job applicant portal, please note that this privacy policy is different than our main website [Privacy Policy](#) so we encourage you to review the specific privacy policy located in the footer on the specific page or service you are on.

We may modify this California Job Applicant Privacy Notice at any time. All changes will be effective immediately upon posting to the website. Material changes will be conspicuously posted on the website or otherwise communicated to you.

Personal Information We Collect about Candidates

We may collect a range of Personal Information about Candidates. "Personal Information" means information that uniquely identifies, relates to, describes, or is reasonably capable of being associated with or linked to you.

We may collect the following Personal Information as part of your candidacy with us:

- *Identifiers*: A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account log in and credentials, Social Security number, driver's license and/or state identification card numbers, passport number, LinkedIn profile information, or other similar identifiers.
- *Personal Information listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))*: A name, signature, Social Security number, physical characteristics or description, postal address, telephone number, passport number, driver's license and/or state identification card numbers, insurance policy number and information, education, employment, employment history, bank account number, credit card or debit card numbers, or any other financial information, medical information. Some Personal Information included in this category may overlap with other categories.
- *Protected classification characteristics under state or federal law*: Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status.

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- *Internet or other similar network activity:* Browsing history, search history, information on your interaction with a website, application, or advertisement via a web browser of mobile device.
- *Geolocation data:* Physical location or movements.
- *Professional or employment-related information:* Including employer and employment information, employment status, work experience, language skills, business title and job function, and education information. This type of information may also be collected from your LinkedIn profile, when you use the Apply with LinkedIn feature on our career portal.
- *Inferences drawn from other Personal Information:* Profile reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.
- *Sensitive Personal Information:* Social Security number, driver's license and/or state identification card numbers or passport number, account log-in and credentials, financial account information, debit or credit card numbers, precise geolocation; racial or ethnic origin, religious or philosophical beliefs, or union membership; contents of your correspondence, email, and text messages, Personal Information collected and analyzed concerning your health, Personal Information collected and analyzed concerning your sex life or sexual orientation.
- *Background Check Information:* Information necessary to complete and contained in background, credit, and/or other checks when permitted or required by law.

How we Collect your Personal Information

We collect your Personal Information in a variety of ways:

- *We May Collect Your Personal Information Directly From You* - For example, if you directly apply to a job with us.
- *We May Also Collect Personal Information From Third Parties* - For example, we may work with job board websites, prior employers that provide us with references, professional references you permit us to contact, background check providers (where permitted by law), recruiters, consumer reporting agencies, and your public social media profiles or other publicly available sources, who may provide us with Personal Information about you.
- *Through Online Tracking Technologies* – We and our service providers may use cookies, device identifiers, and similar technologies such as pixels, web beacons, and local storage to collect usage and browser information about how you use the website. For more information on these technologies, please see the section below.

Cookies and Other Tracking Technologies

We may process the information collected through such technologies, which may include or be combined with Personal Information, to help operate certain features of the website, to enhance

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your experience through personalization, and to help us better understand the features of the website that you and other users are most interested in.

Cookies: You may disable cookies and similar items by adjusting your browser preferences at any time; however, this may limit your ability to take advantage of all the features on this website. You may also manage the use of “flash” technologies, with the Flash management tools available at Adobe’s website. Note that we do not currently respond to web browser “Do Not Track” signals that provide a method to opt out of the collection of information about online activities over time and across third-party websites or online services because, among other reasons, there is no common definition of such signals and no industry-accepted standards for how such signals should be interpreted.

Apply with LinkedIn Plugin: If you choose to utilize the Apply with LinkedIn functionality and apply for one of our job positions using your LinkedIn profile, it will pre-populate some of the job application fields with your LinkedIn profile data and may automatically attach your complete LinkedIn profile to the application form. This means that we may collect Personal Information about you using your LinkedIn profile information, website pages visited, time spent on each website page, IP address, URL, and type of operating system. To read more about this feature, please review LinkedIn’s [Privacy Policy](#) and [Cookie Policy](#) before utilizing this functionality.

Please see our main [Privacy Policy](#) for additional information on cookies and other tracking technology we may use.

How we Use Personal Information

To the extent permitted by applicable law, we may use your Personal Information for its business purposes, including:

- for purposes of recruitment and hiring purposes;
- operate the website and provide support to our business functions;
- respond to inquiries, including your requests regarding employment opportunities;
- protect against criminal activity, claims and other liabilities;
- send you information about our company, services, and promotions;
- respond to reviews, comments, or other feedback provided to us;
- protect the security and integrity of the website;
- comply with applicable legal or regulatory requirements and our policies;
- communicate with you according to your personal preferences; and
- the extent necessary for any other lawful purpose for which the Personal Information is collected.

Sharing of Personal Information

We may share or otherwise permit access to your Personal Information in the following circumstances:

- *HR* – To our human resources team and other employees serving as administrators or other support staff.
- *For Legal Obligations* – When we have a good faith belief that access, use, preservation or disclosure of Personal Information is reasonably necessary to (a) satisfy or comply with any requirement of law, regulation, legal process, or enforceable governmental request, (b) enforce or investigate a potential violation of the Terms of Use, (c) detect, prevent, or otherwise respond to fraud, security or technical concerns, (d) support auditing and compliance functions, or (e) protect the rights, property, or safety of Option Care Health, its users, or the public against harm.
- *In the Case of a Merger or Sale* – If and when we are involved in a merger, acquisition, or any form of transfer or sale of some or all of its business, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding. Personal Information may be transferred along with the business. Where legally required we will give you prior notice and if you have a legal right to do so, an opportunity to object to this transfer.
- *To Service Providers* – When we hire a service provider to help operate our business or host a portion of our website,. We may give access to Personal Information as necessary to perform services on our behalf.
- *To Business Partners* – We may share Personal Information with our trusted business partners. For example, we may share your Personal Information with a company when we co-sponsor a promotion or service.

How We Protect Your Personal Information

We use our commercially reasonable efforts to protect the confidentiality and security of Personal Information we process. However, despite these efforts to store Personal Information in a secure operating environment, we cannot guarantee the security of Personal Information during its transmission or its storage on our systems. Further, while we attempt to ensure the integrity and security of Personal Information, we cannot guarantee that our security measures will prevent third parties such as hackers from illegally obtaining access to Personal Information.

Our Online Communication Practices

To opt out of marketing emails, you can use the unsubscribe link found in the email communication you receive from us. You may also use the "Contact Us" to opt out and elect not to receive further emails from us. Please note that, even if you unsubscribe from certain correspondence, we may still need to contact you with important transactional or administrative information, as permitted by law. Additionally, if you withdraw your consent or object to

processing, or if you choose not to provide certain Personal Information, we may be unable to provide some or all of our services to you.

How Long Do We Keep Your Personal Information

We will retain your Personal Information for as long as necessary to fulfill the purposes for which it has been collected, as outlined in this Privacy Notice, or any longer retention period required by law. If you are a California resident, please see the section below titled Notice to California Residents for additional information about how long we retain your Personal Information.

Children’s Privacy

We do not knowingly target, collect, or solicit any Personal Information from children under the age of 16. In the event that we learn that we have collected Personal Information from a child, we will promptly take steps to delete that information. If you are a parent or legal guardian and think your child has given us their Personal Information, you can email us at or contact us using the information listed below.

Links to Third-Party Websites

We are not responsible for the practices employed by any websites or services linked to or from the website, including the information or content contained within them. We encourage you to investigate and ask questions before disclosing Personal Information to third parties, since any Personal Information disclosed will be subject to the applicable third party's privacy policy.

Your Rights

If you are a resident of California, you may have the following rights: California residents have the below described rights. Please note that the CCPA creates a process for us to follow when evaluating your request, and there are also some exceptions to these rights.

Privacy Rights	Description
Right to Know/Access	You have the right to confirm whether your Personal Information is being processed. You have the right to request that we disclose to you what Personal Information of yours has been collected, used, disclosed, and sold or shared, including: <ul style="list-style-type: none">• The categories of Personal Information collected about you;• The categories of sources from which the Personal Information is collected;• The business or commercial purpose for collecting, selling, or sharing the Personal Information;• The categories of Personal information, if any, that were disclosed for a business purpose or sold to third parties;• The categories of third parties to whom the Personal Information was disclosed or sold; and• The specific pieces of Personal Information collected about you.
Right to Delete	You have the right to request deletion of the Personal Information collected about you.

Right to Correct	You have the right to request the correction of inaccurate Personal Information that is maintained about you.
Right to Opt-Out of Sale and Cross-Context Behavioral Advertising	We do not sell or share (for purposes of cross-context behavioral advertising) your Personal Information. If we did, you would have the right to opt-out.
Automated Decision-Making	You may have the right to request information about the logic involved in certain types of automated decision-making practices and a description of the likely outcome of processes, and the right to opt out of such processes. We do not currently engage in any automated decision making practices.
Sensitive Personal Information	We do not use or disclose Sensitive Personal Information other than for the purposes listed above. However, if we used or disclosed Sensitive Personal Information for other purposes, you would have the right to limit certain uses of Sensitive Personal Information.
Right to Non-Discrimination	You have the right to not receive discriminatory treatment if you exercise any of the rights conferred to you by law.

Only you, or an authorized agent (such as a person registered with the California Secretary of State), that you authorize to act on your behalf, may make a request related to your Personal Information. You may also make a request on behalf of your minor child.

You may only make a request for access or data portability twice within a 12-month period. The request must:

- Provide sufficient information that allows us to reasonably verify you are the person about whom we collected Personal Information or an authorized representative.
- Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

Under California Civil Code Section 1798.83, individual customers who reside in California and who have an existing business relationship with us may request information about our disclosure of certain categories of Personal Information to third parties for the third parties' direct marketing purposes, if any. To make such a request, please contact us using the information in the "Contact Us" section below. Please be aware that not all information sharing is covered by these California privacy rights requirements and only information on covered sharing will be included in our response. This request may be made no more than once per calendar year.

Exercising your Privacy Rights

To exercise any of the privacy rights afforded to you under applicable data protection law, please submit a request to us by emailing us at OC-Privacy@optioncare.com or call us at (844) 624-4584.

Verification: We must verify your identity before fulfilling your requests. If we cannot initially verify your identity, we may request additional information to complete the verification process. We will 90189538.5

only use Personal Information provided in a request to verify the requestor's identity. If you are an authorized agent making a request on behalf of a California consumer, we will also need to verify your identity, which may require proof of your written authorization or evidence of a power of attorney.

We endeavor to respond to requests within the time period required by applicable law. If we require more time, we will inform you of the reason and extension period in writing.

If you have an account with us, we will deliver our written response to that account. If you do not have an account with us, we will deliver our written response by mail or electronically, at your option.

We do not charge a fee to process or respond to your request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

We cannot respond to your request or provide you with Personal Information if we cannot verify your identity and confirm the Personal Information relates to you. Making a verifiable consumer request does not require you to create an account with us.

We may deny certain requests, or only fulfill some in part, as permitted or required by law. For example, if you request to delete Personal Information, we may retain Personal Information that we need to retain for legal purposes

This Job Applicant Privacy Notice is available to consumers with disabilities. To access this California Job Applicant Privacy Notice in an alternative downloadable format, please contact us using the information at the bottom of this Notice.

Changes to this Job Applicant Privacy Notice

Please note that we may modify or update this California Job Applicant Privacy Notice from time to time, so please review it periodically. We may provide you with an updated Job Applicant Privacy Notice if material changes are made. Unless otherwise indicated, any changes to this Job Applicant Privacy Notice will apply immediately upon posting to the website.

Contact Us

Please contact us at OC-Privacy@optioncare.com regarding this Notice or if you have questions regarding our related privacy practices. If you believe we or any company associated with us has misused any of your Personal Information, please contact us immediately and report such misuse.