

CALIFORNIA CONSUMER PRIVACY ACT OF 2018 NOTICE TO COVERED INDIVIDUALS

The California legislature has adopted various laws to safeguard Californians' privacy, the latest of which is the California Consumer Privacy Act of 2018 (the "**CCPA**"). The CCPA was enacted to give consumers certain rights with respect to their personal information collected by businesses, including the right to know what personal information is being collected about them.

In the context of an employment or contractor relationship, the CCPA requires a business to inform Covered Individuals of the categories of personal information collected and the purposes for which those categories of personal information are used. For purposes of the CCPA, a "Covered Individual" is natural person who is acting as a job applicant to, an employee of, owner of, director of, officer of, medical staff member of, or contractor of a business ("**Covered Individual**").

The Permanente Medical Group, Inc. ("**TPMG**") is committed to protecting the privacy of all of its Covered Individuals and to complying with all privacy laws. As a result, this CCPA Notice to Covered Individuals (the "**CCPA Notice**") is being provided to you to inform you of the categories of personal information TPMG may collect and the purposes for which TPMG collects that information.

Categories of Personal Information Collected – The relevant categories of personal information TPMG may collect in the context of an employment relationship includes:

- **Identifiers** such as real name, alias, postal address, unique personal identifier, photograph, online identifier, internet protocol (IP) address, email address, account name, social security number, driver's license number or state identification card number, passport number, or other similar identifiers.
- **Records** such as signature, address, telephone number, bank account number, medical information, or health insurance information, excluding all publicly available information lawfully made available to the general public from federal, state, or local government records.
- **Protected classifications under California or federal law.**
- **Internet or other electronic network activity information**, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an internet web site, application or advertisement.
- **Geolocation data.**
- **Professional or employment-related information**, such as current and past job history and employment evaluations.
- **Education information.**

Purposes of Use – TPMG may use the above categories of personal information for recruitment and personnel-related functions, including communications, personnel/performance file recordkeeping, interactive process discussions, demographic analysis, etc.

If you have any questions about this CCPA Notice, please contact (800)777-4912 or MDRecruitment.tpmg@kp.org.