

EMPLOYEE PRIVACY NOTICE-CALIFORNIA

Effective Date/Last Updated: 1-01-2023

This EMPLOYEE PRIVACY NOTICE FOR CALIFORNIA RESIDENTS supplements the information contained in the Privacy and Security Policy of ENVISION HEALTHCARE CORPORATION and its subsidiaries and affiliates (collectively, “Envision,” “we,” “us,” or “our”) available at <https://www.evhc.net/site/privacy> and applies solely to applicants, employees, and contractors of us who reside in the State of California (“personnel” or “you”). We adopt this notice to comply with the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act and any binding regulations promulgated thereunder (“CCPA”). Any terms defined in the CCPA have the same meaning when used in this notice.

Information We Collect

We collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or device (“Personal Information”). In particular, we have collected the following categories of Personal Information from personnel within the last twelve (12) months:

Category of Personal Information	Category of source from which Personal Information is Collected	Purpose of Collection	Category of Service Providers to whom Personal Information is Disclosed	Category of Third Parties to whom Personal Information is Sold or Shared	Retention Period
Identifiers, such as your name, address, and email address.	You	See Section titled “Use of Personal Information”	See “Service Providers” Section under “Disclosure of Personal Information”	We do not sell or share this category of Personal Information.	Applicants: Duration of application process plus 7 years Recruitment Data: 7 years Employees: Length of your employment plus 10 years

<p>Categories of personal information described in subdivision (e) of Section 1798.80, such as name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.</p>	<p>You</p>	<p>See Section titled "Use of Personal Information"</p>	<p>See "Service Providers" Section under "Disclosure of Personal Information"</p>	<p>We do not sell or share this category of Personal Information.</p>	<p>Applicants: Duration of application process plus 7 years Recruitment Data: 7 years Employees: Length of your employment plus 10 years</p>
<p>Protected classification characteristics under California or federal law, such as age (40 years or older), race, color, ancestry, national origin, citizenship, religion or</p>	<p>You</p>	<p>See Section titled "Use of Personal Information"</p>	<p>See "Service Providers" Section under "Disclosure of Personal Information"</p>	<p>We do not sell or share this category of Personal Information.</p>	<p>Applicants: Duration of application process plus 7 years Recruitment Data: 7 years Employees: Length of your employment plus 10 years</p>

<p>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, genetic information (including familial genetic information).</p>					
<p>Professional or employment-related information, such as current or past job history or performance evaluations, reference checks, malpractice history, NPI#.</p>	<p>You, background check providers, former employers, recruiters, your references, and publicly available sources</p>	<p>See Section titled "Use of Personal Information"</p>	<p>See "Service Providers" Section under "Disclosure of Personal Information"</p>	<p>We do not sell or share this category of Personal Information.</p>	<p>Applicants: Duration of application process plus 7 years</p> <p>Recruitment Data: 7 years</p> <p>Employees: Length of your employment plus 10 years</p>
<p>Inferences</p>	<p>You, indirectly from Human Resource processing</p>	<p>See Section titled "Use of Personal Information"</p>	<p>See "Service Providers" Section under "Disclosure of Personal Information"</p>	<p>We do not sell or share this category of Personal Information.</p>	<p>Applicants: Duration of application process plus 7 years</p> <p>Recruitment Data: 7 years</p>

					Employees: Length of your employment plus 10 years
Sensitive personal information, such as your Social Security number, driver's license number, passport number, gender, information about your citizenship and/or nationality, medical or health information, debit card, credit card, bank account information, and/or your racial or ethnic origin).	You	See Section titled "Use of Personal Information"	See "Service Providers" Section under "Disclosure of Personal Information"	We do not sell or share this category of Personal Information.	Applicants: Duration of application process plus 7 years Recruitment Data: 7 years Employees: Length of your employment plus 10 years

Personal Information does not include:

- Publicly available information from government records.
- De-identified or aggregated personnel information.
- Information excluded from the CCPA's scope, such as:
 - Health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data.

Use of Personal Information

We may use or disclose the Personal Information we collect for one or more of the following business purposes:

- **To Manage the Application Process.** We use your Personal Information to process your job application, to verify the information you have provided in your application, to communicate with you regarding your application, to answer your questions regarding the application process and to confirm your eligibility for a position. We may also save your information for future job openings within Envision.
- **To Manage the Hiring Process.** We may use your Personal Information in the hiring process to conduct interviews. We may also use your Personal Information to perform background and reference checks, with your consent, if you are offered a position.
- **To Communicate with You.** We may use your Personal Information to provide information to you, to respond to your questions, to notify you of changes to your compensation and benefits program or to notify you of emergencies.
- **To Manage the Onboarding Process.** Upon being hired by Envision, we will collect Personal Information when you complete new hire paperwork to assist us in administering salary and benefits and to assist us with complying with governmental and legal requirements.
- **To Administer Compensation and Benefits Programs.** We will use the Personal Information you provide to process payroll, pay taxes, help employees address employment related tax issues, administer benefits and handle work related expense reimbursement. We may also use this Personal Information to manage requests for accommodations requests. We also use this to administer employee claims such as under workers' compensation or unemployment benefits.
- **Recruiting.** We may use Personal Information to recruit you, communicate with you regarding the recruiting process, to learn where you heard about Envision, and to evaluate and improve our recruiting process.
- **For Performance Management.** Envision collects Personal Information in order to assess your performance, assist in career development, conduct pay and grading reviews, and to handle any employment related disputes. We may also use Personal Information to respond to violations of company policies and to gather information for disciplinary actions. We use Personal Information for purposes of the internal performance improvement and disciplinary process and to respond to complaints. We may monitor any activity you perform online while using an Envision device. And while connected to Envision's internet, your activity may be tracked by Envision, such as monitoring the websites you visit and your activity on those websites when using an Envision device or internet connection. We may also track the emails you send using your Envision-provided email address, the phone calls you make using an Envision-provided device, and the chat messages you are involved in using the Envision - provided instant messaging program.
- **Education and Professional Services.** We may use your Personal Information to assist with education, training and professional development. We may use this information to assist with professional development, working on career development.
- **Law Enforcement and Courts.** We may disclose your Personal Information in response to a subpoena, a search warrant or other legally valid process. We may use your Personal Information to cooperate with law enforcement or other government entities if you are suspected of having violated applicable laws.
- **Record Keeping.** We may use Personal Information to comply with applicable legally required or industry standard business and employment record keeping requirements and to respond to governmental requests for information.
- **Health and Safety.** We use Personal Information to protect your health and safety, or the health and safety of others, including through the use of technology to allow contact tracing if you may have exposed to communicable diseases such as COVID-

19. We may also use this information to respond to an employee related emergency. We also use this Personal Information to protect our facilities and personal property.

- **Protect Our Legal Rights.** We may use your Personal Information to protect our legal rights, to defend a claim or lawsuit, and to investigate or prevent actual or suspected loss or harm to persons or property. We may use your Personal Information to seek legal, accounting or other professional advice. When necessary to identify, contact or bring a legal action against someone who may cause or be causing harm to, or interfering with the legal rights of, Envision or any other party.
- **Security.** We may use your Personal Information to monitor the use of our information systems and electronic resources, to conduct internal audits or investigations and for safety and security of Envision employees, visitors and facilities. We also may use such information to protect Envision against illegal activity and misconduct such as fraud, deceptive practices and data security incidents. We use this to offer, operate, maintain, deliver, troubleshoot and update the Sites, programs, network and systems used by Envision in the course of its business.

We will not collect additional categories of Personal Information or use the Personal Information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

Disclosure of Personal Information

We may disclose your Personal Information in the following circumstances:

- **Within Envision.** We may share your Personal Information internally within Envision and among Envision's affiliates for purposes of recruiting and/or evaluating applicants, resource planning, and talent and recruiting, human resources and business administration functions. All Envision employees who access, or process applicant Personal Information are required to comply with Envision's privacy and security policies.
- **Service Providers.** Envision may share Personal Information with third-party service providers or suppliers ("Service Providers") that include, without limitation, background check providers, data storage providers, website or mobile application hosting providers, and e-mail service providers as needed to provide the applicable services to us. Envision will take steps to help ensure appropriate protections are in place before we share or disclose Personal Information with any Service Provider.
- **Legal Requirements.** We will cooperate with law enforcement and other governmental agencies. We may disclose Personal Information for the following legal purposes:
 - If we believe in good faith, we are legally required to disclose that Personal Information
 - If we are advised to disclose Personal Information by our legal counsel

- When necessary to identify, contact or bring a legal action against someone who may cause or be causing harm to, or interfering with the legal rights of, Envision or any other party
- For tax and payment purpose (e.g., Internal Revenue Service)
- To protect our rights or property, protect your health and safety, or the health and safety of others
- To detect and investigate fraud or illegal activity, or to respond to a government request
- To respond to an emergency
- **Professional Advisors.** We may share Personal Information with our professional advisors, such as our attorneys and accountants, in their capacity as advisors, including for advice on potential or actual litigation matters.
- **Change in Ownership.** We may use and disclose Personal Information in connection with the evaluation of a change of control of Envision such as in the event of a merger, acquisition, or sale of assets. We may provide Personal Information both in connection with a due diligence process or it could be transferred as part of the change of control to subsequent owner(s). If we (or our assets) are acquired or if we go out of business, enter bankruptcy, or go through some other change of control or reorganization, Personal Information and other information could be one of the assets transferred to or acquired by a third party, or reviewed as part of the due diligence process.

Sale of Personal Information

In the preceding twelve (12) months, we have not sold any Personal Information.

Your Rights and Choices

The CCPA provides California residents with specific rights regarding their Personal Information. This section describes your CCPA rights and explains how to exercise those rights.

Privacy Right	Description
Notice	The right to be notified of what categories of Personal Information will be collected at or before the point of collection and the purposes for which they will be used and shared.
Access	The right to request the categories of Personal Information that we collected in the previous twelve (12) months, the categories of sources from which the Personal Information was collected, the specific pieces of Personal Information we have collected about you, and the business purposes for which such Personal Information is collected and shared. You may also have the right to request the categories of Personal Information which were disclosed for business

	purposes, and the categories of third parties in the twelve (12) months preceding your request for your Personal Information.
Data Portability	The right to receive the Personal Information you have previously provided to us.
Erasure	The right to have your Personal Information deleted. However, please be aware that we may not fulfill your request for deletion if we (or our service provider(s)) are required or permitted to retain your Personal Information for one or more of the following categories of purposes: (1) to complete a transaction for which the Personal Information was collected, provide a good or service requested by you, or complete a contract between us and you; (2) to ensure our website integrity, security, and functionality; (3) to comply with applicable law or a legal obligation, or exercise rights under the law (including free speech rights); or (4) to otherwise use your Personal Information internally, in a lawful manner that is compatible with the context in which you provided it.
Correction	You have the right to request that we correct any incorrect Personal Information that we collect or retain about you, subject to certain exceptions. Once we receive and confirm your verifiable consumer request (see below), we will correct (and direct any of our service providers that hold your data on our behalf to correct) your Personal Information from our records, unless an exception applies. We may deny your correction request if (a) we believe the Personal Information we maintain about you is accurate; (b) correcting the information would be impossible or involve disproportionate; or (c) if the request conflicts with our legal obligations.
Automated Decision Making	You have the right to request information about the logic involved in automated decision-making and a description of the likely outcome of processes, and the right to opt out. Envision does not currently engage in any automated decision-making practices.
To Opt Out of Sales or Sharing of Personal Information	We do not sell or share your Personal Information. However, if we did, you would have the right to opt out of the sale or sharing of your Personal Information.
Limit Use of Sensitive Personal Information	You have the right to limit the use of your sensitive Personal Information (e.g., Social Security number and driver's license information) to only that which is necessary for providing our Services. We only use Sensitive Personal Information for employment purposes.

Only you, or 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 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.

To submit a request, please contact us via the methods in the “Contact Information” section.

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 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.

We will deliver our written response electronically via e-mail.

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.

Changes to Our Privacy Notice

We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will notify you by email or through a notice on our website homepage.

Contact Information

If you have any questions or comments about this notice, the ways in which we collect and use your Personal Information, your choices and rights regarding such use, or wish to exercise your rights under California law, please do not hesitate to contact us at:

Phone: 1(877)-835-5267

Website: www.southbaygastro.com

Email: Complianceconcerns@envisionhealth.com