

CALIFORNIA CONSUMER PRIVACY ACT OF 2018 NOTICE TO COVERED INDIVIDUALS

The California legislature has adopted various laws to safeguard Californians' privacy; the latest being 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**"). Covered Individuals do not include corporations, partnerships, limited liability companies, associations, or other such entities (such as a group medical practice), or individuals who provide services to a business on behalf of such entities.

Southern California Permanente Medical Group ("**SCPMG**") 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 SCPMG may collect and the purposes for which SCPMG would collect that information.

If you have received this CCPA Notice but do not meet the definition above of a Covered Individual (because you are not a natural person as CCPA gives meaning to that term), please disregard this notice.

Categories of Information Collected: SCPMG may collect the following categories of personal information:

- Name
- Contact information
- Unique personal identifiers (e.g. taxpayer identification number)
- Information about your educational and professional history

Purpose of Collection: SCPMG collects your personal information solely for purposes of administering your business relationship with SCPMG.

Effective Date: January 1, 2020