

California Consumer Privacy Act Disclosure

Current and Former Employees and Job Applicants of Sutter Health Affiliated Entities

The California Consumer Privacy Act obligates businesses to, among other things, inform current and former employees and job applicants as to the categories of personal the business collects about them and the purposes for which the categories of personal information shall be used. As a current or former employee or job applicant of Sutter Health or any Sutter Health-affiliated entity (“Sutter Health Entities”), this Disclosure is meant to provide that information to you in a way that is easy to read and understandable. If you have any questions, please call 1-855-398-1631.

Job Applicants

Sutter Health and/or its affiliated entities collect the following categories of personal information about job applicants, for the purposes and uses described below.

<u>Categories and Examples of Data Collected</u>	<u>How Sutter uses your data</u>
Biometric Information <i>Cal. Civ. Code secs. 1798.140(b), 1798.140(o)(1)(E)</i>	
Examples of data collected: Height, Weight, Fingerprint	Used for post offer, pre-placement medical assessment process as well as a limited number of positions that require fingerprinting upon hire and verification on a reoccurring basis
Customer Records <i>Cal. Civ. Code sec 1798.80(e)</i>	
Examples of data collected: Fax, Home Phone, Mobile, Pager, Phone Number, Internet Cookies	Used for contacting candidate during recruitment process. We use cookies and other tracking technologies to assist with navigation, improve our products and services, assist with our marketing efforts, and provide content from third parties.
Identifiers <i>Cal. Civ. Code sec. 1798.140(o)(1)(A)</i>	
Examples of data collected: Address, Date of Birth, Gender, Email Address, First Name, Last Name, Middle Name, Social Security, Date of Hire, IP Address	Used for processing of employee background check, application for employment, and for electronic signature of application
Professional or employment <i>Cal. Civ. Code sec. 1798.140(o)(1)(I)</i>	
Examples of data collected: Employment Authorization, Performance Evaluations, Work History	Used for application process and validation of work history and eligibility relevant to requirements for job application
Protected Characteristics <i>Cal. Civ. Code sec. 1798.140(o)(1)(C)</i>	
Examples of data collected: Gender, Disability, Ethnicity, Veteran Status	Used for maintaining compliance with government-required Equal Opportunity reporting
Education <i>Cal. Civ. Code sec. 1798.140(o)(1)(J)</i>	
Examples of data collected: Education History, Educational Degrees	Used for application process and validation of education history and eligibility relevant to requirements for job application

We may update this notice from time to time to reflect changes in the way we process personal information or to clarify information we have provided in the notice. We recommend that you check for updates to this notice from time to time.