

## Privacy Notice to California Job Applicants

Effective Date: July 31, 2025

We collect personal information when you apply for a job with Life Line Screening of America, Ltd. or its affiliates ("Life Line" or "us"). This Job Applicant Privacy Notice (this "Notice") explains what information may be collected and how we may use that information.

This Notice covers our practices only in the context of your relationship with Life Line as a job applicant. If you are hired for an employment position with Life Line, we will provide you with a copy of our separate Privacy Notice to Employees. If you visit our website or are a consumer of our services, the personal information we collect in that context is addressed in our [Online Privacy Notice](#).

If you wish to access this Notice in an alternative format (e.g., printed form) you may contact [HR@llsa.com](mailto:HR@llsa.com).

### Collection and Use

Personal information may be collected about you in multiple ways: you may provide it to us in connection with your application, we may make observations in the application process or collect information from public information sources, or you may authorize us to collect information from other sources, such as a former employer or reference.

The table below describes our practices with regard to information collected in the job application process. Note that we only collect information to the extent permissible and in a manner permitted by applicable law.

If you use our website in connection with your job application process, additional information may be automatically collected as described in our [Online Privacy Notice](#). In addition, you will be given separate notice in the event we seek any background check by a consumer reporting agency as governed by the U.S. Fair Credit Reporting Act.

Category	Required Information
Personal Identifiers	<p><u>Examples of what we may collect:</u> Name, email address, phone number, and contact address, social media handle.</p> <p><u>Sources:</u> Directly from you.</p> <p><u>Purpose of collection and use:</u> To conduct our hiring process, evaluate the effectiveness of our hiring practices, and comply with legal and regulatory obligations.</p>
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))	<p><u>Examples of what we may collect:</u> Physical characteristics or description, address, telephone number.</p> <p><u>Sources:</u> Directly from you.</p> <p><u>Purpose of collection and use:</u> To conduct our hiring process, evaluate the effectiveness of our hiring practices, and comply with legal and regulatory obligations.</p>

Protected classification characteristics under California or federal law	<p><u>Examples of what we may collect:</u> Race, gender, ethnic origin, marital status, veteran or military status, age (40 years or older).</p> <p><u>Sources:</u> Directly from you.</p> <p><u>Purpose of collection and use:</u> To conduct our hiring process, evaluate the effectiveness of our hiring practices, and comply with legal and regulatory obligations.</p>
Professional or employment related information	<p><u>Examples of what we may collect:</u> Previous work experience, skills, and other qualifications; professional and other work-related licenses, permits, and certifications; work authorization status; information relating to references; background check results; information regarding your desired compensation; union status; information about your preferences or interests.</p> <p><u>Sources:</u> Directly from you or from your references.</p> <p><u>Purpose of collection and use:</u> To conduct our hiring process, evaluate the effectiveness of our hiring practices, and comply with legal and regulatory obligations.</p>
Education information	<p><u>Examples of what we may collect:</u> Education history, transcripts.</p> <p><u>Sources:</u> Directly from you.</p> <p><u>Purpose of collection and use:</u> To conduct our hiring process, evaluate the effectiveness of our hiring practices, and comply with legal and regulatory obligations.</p>
Audio, electronic, visual, thermal, olfactory, or similar information	<p><u>Examples of what we may collect:</u> Video taken by security cameras if you visit our offices.</p> <p><u>Sources:</u> Automatically when you visit our offices.</p> <p><u>Purpose of collection and use:</u> Security and fraud prevention.</p>
Inferences drawn from other personal information	<p><u>Examples of what we collect:</u> Opinions and assessments related to potential employment.</p> <p><u>Sources:</u> Created based on various information collected, including in any interviews and/or from any references.</p> <p><u>Purpose of collection and use:</u> To conduct our hiring process, evaluate the effectiveness of our hiring practices, and comply with legal and regulatory obligations.</p>
Sensitive information	<p><u>Examples of what we collect:</u> Racial or ethnic origin, religion.</p> <p><u>Sources:</u> Directly from you.</p>

	<u>Purpose of collection and use:</u> To conduct our hiring process, evaluate the effectiveness of our hiring practices, and comply with legal and regulatory obligations.
--	--

We also collect any other information you elect to provide to us, including information from social media sites if you choose to associate your application with a social media page.

In certain circumstances, you may submit your application for employment through a third-party service that displays our job posting. We do not control the privacy practices of these third-party services. Please review their privacy policies carefully prior to submitting your application materials.

#### Sale, Sharing, and Other Disclosure of Personal Information

Any category of personal information listed in the chart above may be disclosed for a business purpose to service providers and contractors, which are companies or individuals that we engage to conduct activities for us or on our behalf. They may render services such as IT services, background checks, legal and other professional services, and accounting, auditing, and tax services. Service providers and contractors are restricted from using personal information for any purpose not related to our engagement.

The California Consumer Privacy Act (“CCPA”) also requires us to provide you with information regarding any “sharing” for cross-context (i.e., targeted) advertising purposes and any “sale” of your personal information. We do not so “share” or “sell” job applicant personal information, with the exception of certain information collected on our website via cookies and similar technologies (if you use our website for your job application). For additional details and to opt-out of such collection of information by cookies and similar technologies, please see our [Online Privacy Notice](#) and/or the “Your Privacy Choices” link in the footer of the homepage of our website.

#### Retention of Personal Information

Life Line will retain job applicants’ personal information for as long as is necessary to complete the purposes for which it is collected, or as may be required by law. We utilize the following criteria to determine the length of time for which we retain such information:

- the business purposes for which the information is used and the length of time for which the information is necessary to achieve those purposes;
- whether Life Line is required to retain the information type in order to comply with internal company policies, legal obligations, or contractual commitments or to defend against potential legal claims, or as otherwise necessary to investigate theft or other activities potentially against the law or in violation of our policies and procedures applicable to job applicants, to ensure a secure online environment, or to protect health and safety;
- the privacy impact on the job applicant of ongoing retention; and
- the manner in which information is maintained and flows through our systems, and how best to manage the lifecycle of information in light of the volume and complexity of the systems infrastructure.

Individual pieces of personal information such as those listed above may exist in different systems that are used for different business or legal purposes. A different maximum retention period may apply to each use case of the information. Certain individual pieces of information may also be stored in combination

with other individual pieces of information, and the maximum retention period may be determined by the purpose for which that combined information set is used.

#### Your Privacy Rights

For more information on your rights and how to exercise them, please see the “Your Privacy Rights” section of our [Online Privacy Notice](#) as well as our [Webform](#) for data subject rights requests. Please note that we do not process your sensitive personal information in circumstances that would be subject to the right to limit such processing under the CCPA.

#### Changes to this Notice

Life Line may amend this Notice from time to time and will update the effective date at the top of this Notice when it does so.

#### Contact Us

If you have questions about this Notice or our privacy practices, [privacyofficer@llsa.com](mailto:privacyofficer@llsa.com) or send mail to us at:

Life Line Screening, Attn: Privacy Officer  
6111 Oak Tree Blvd., Suite 301  
Independence, OH 44131