



REVISED DISCLOSURE TO EMPLOYEES PURSUANT TO THE CALIFORNIA CONSUMER PRIVACY ACT (CCPA)

Due to a revision in the CCPA regulations, Radiology Partners is issuing an updated disclosure to its California teammates. In accordance with the California Consumer Privacy Act (CCPA), Radiology Partners has posted on its website, the categories of personal information and the business purposes for which it uses said information of its employees and employees of its managed medical practices in California.

The Practice collects, receives, maintains, and uses the Personal Information of current and former employees for the following business purposes:

1. To comply with state and federal law and regulations requiring employers to maintain certain records (such as immigration compliance records, personnel files, wage and hour records, payroll records, accident or safety records, and tax records);
2. to process payroll;
3. to maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance;
4. to manage workers' compensation claims;
5. to administer and maintain group health insurance benefits, 401K and/or retirement plans;
6. to manage employee performance of their job duties;
7. to conduct workplace investigations (such as investigations of workplace accidents or injuries, harassment, or other misconduct);
8. to evaluate job applicants and candidates for employment or promotions;
9. to obtain and verify background checks on job applicants and employees;
10. to evaluate, make, and communicate decisions regarding an employee's employment, including decisions to hire, terminate, promote, demote, transfer, suspend or discipline;
11. to communicate with employees regarding employment-related matters such as upcoming benefits enrollment deadlines, action items, availability of W2s, and other alerts and notifications;
12. to grant employees access to secure Practice facilities and maintain information on who accessed the facility;
13. to implement, monitor, and manage electronic security measures on employee devices that are used to access Practice networks and systems; and
14. to engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Practice.

The Practice collects, receives, and maintains the following categories of Personal Information of current and former employees for the above business purposes as referenced by number:

CATEGORY	EXAMPLES	BUSINESS PURPOSE
Personal Identifiers	Name, alias, postal or mailing address, email address, telephone number, social security number, driver's license or state identification card number, passport number	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Physical Characteristics or Description	Eye color, hair color, hair style, height, weight, built, tattoos, piercings	4, 6, 7
Financial Information	Bank account number, credit card number, debit card number, or other financial account information	1, 2
Protected Classifications	Race, ethnicity, national origin, sex, gender, sexual orientation, gender identity, religion, age, disability, medical or mental condition, military status, familial status, language	1, 2, 7
Pre-Hire Information	Job application, resume, background check results, drug test results, job interview notes, and candidate evaluation records	1, 2, 6, 7, 8, 9, 10, 14

Professional or Employment-Related Information	Personnel file, new hire or onboarding records, I-9 forms, tax forms, time and attendance records, non-medical leave of absence records, workplace injury and safety records, performance evaluations, disciplinary records, training records, licensing and certification records, compensation and health benefits records, and payroll information and records	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 14
Medical and Health Information	Doctor's notes for absences or work restrictions, medical leave of absence records, requests for accommodation, interactive process records, and correspondence with employee and his/her medical or mental health provider(s) regarding any request for accommodation or medical leave of absence, as well as post-hire drug test results	1, 3, 4, 5, 6, 7, 10, 14
Biometric Information	Fingerprints, retina scans	12
Education Information	Transcripts or records of degrees and vocational certifications obtained	1, 6, 7, 8, 10, 14
Visual, Audio or Video Recordings in the Workplace	Surveillance cameras or pictures of employees taken in the workplace or at a Practice function or event	4, 6, 7, 10, 12, 14
Facility Access Records	Information identifying which employees accessed secure Practice facilities and at what times using their keys, badges, fobs or other security access method	3, 4, 6, 7, 10, 12
Geolocation Data	IP address and/or GPS location (latitude & longitude) recorded on Practice-issued computers, electronic devices, and vehicles, as well as timekeeping applications on cell phones that employees use to clock in and out and that log the geographic location at which each time entry was made	4, 6, 7, 10, 13
Internet and Network Activity	Internet or other electronic network activity information on Practice-issued computers and electronic devices, including browsing history, search history, and usage history	6, 7, 10, 13
Mobile Device Security Information	Data identifying employee devices accessing Practice networks and systems, including cell phone make, model, and serial number, cell phone number, and cell phone provider	6, 7, 13