

RXNT Privacy Notice Regarding the Collection of Personal Information to California Job Applicants

Your privacy and the security of the personal information you provide to us is extremely important to RXNT. When you apply for a job with RXNT, pursuant to the California Consumer Privacy Act of 2018 (the “CCPA”), you have the right to know the categories of personal information we collect about you and the purpose for which we use that information. This notice applies to residents of the State of California who apply for jobs at RXNT. RXNT does not sell or otherwise disclose personal information for monetary or other consideration to any third parties.

Information We Collect

Identifiers and Contact Information

When you apply for a job at RXNT, we collect basic identifying information about you. We collect your name, email address, home address, phone number, and similar information.

Government-Issued Identifiers

Government-issued identifiers including your driver’s license number, or similar government identifier for identification verification purposes.

Internet and Other Network Activity

RXNT may collect information including your internet protocol (IP) address, your log-in information, or information relating to your interaction with a website, application, or advertisement.

Geolocation Data

RXNT may collect information, including your IP address, that allows us to determine your general location.

Audio and Visual Information

RXNT may record your voice or likeness, such as when you partake in video interviewing as part of the application process.

Education and Work History

RXNT may collect your work history, references, education records, and information regarding your skills, abilities, training, performance evaluations, accomplishments, and awards.

Personal Records

RXNT may collect information including your signature, social security number, address, education and employment history, and telephone number.

Protected Characteristics

RXNT may collect information regarding protected characteristics such as minority, veteran, and disability status. This information is collected by voluntary self-disclosure. This information will be collected as permitted by applicable law and will not be used to make hiring decisions.

Sources of Personal Information

When you apply for a job or contact us for recruitment purposes, we collect the personal information you voluntarily provide to us. If you use our website or apply using our online application, we may also automatically collect device information.

We may collect information from the following sources using your application materials:

- Recruiters
- Prior employers
- References
- Educational institutions
- Publicly available sources including your social media profiles
- Credentialing and licensing organizations
- Pre-employment screening services
- Other sources as directed or provided by you

Use and Disclosure of Personal Information

We use the categories of personal information listed above for the following reasons:

- **Reference and Background Checks.** We use the personal information we collect to evaluate your experience and qualifications. We may also conduct

background checks, as authorized by you and applicable law, using a third party service.

- **Process Your Application.** We use the personal information to assess your qualifications, schedule and conduct interviews, communicate with you, and other similar processes.
- **Onboarding.** If you are offered a position with RXNT, we may use your personal information for the employee on-boarding process.
- **Immigration Support.** If applicable and as permitted by applicable law, we may collect personal information to assist with immigration support, including applying for visas or work permits.
- **As Required by Law.** We collect your personal information as required by law, regulation, court order, subpoena, or other legal process.

We may share your personal information as necessary for the purposes stated in this Privacy Notice. This may include sharing internally with our hiring personnel. We share your personal information with the following parties:

- **Service Providers.** We use service providers for components of our hiring and recruiting processes, including security and fraud prevention consultants, analytics providers, background and reference check screening services, hosting, and hiring process management tools.
- **Control Transfers.** If RXNT is involved in a merger, acquisition, or sale of all or a portion of its assets, you will be notified via email and/or a prominent notice on our website of any change in ownership or uses of your personal information, as well as any choices you may have regarding such information.
- **Law Enforcement and Government Authorities.** We may be required to disclose personal information in certain circumstances to respond to lawful requests by public authorities, including to meet law enforcement and national security requirements.
- **Third Parties.** We may share your personal information with third parties in conjunction with the above stated purposes.

If you have any questions regarding this Privacy Notice, the collection of your personal information, or your rights, please contact us via marketing@RXNT.com.