

Notice at Collection for California Applicants

Medix Staffing Solutions, LLC

Effective Date: May 13, 2026.

Medix Staffing Solutions, LLC ("Medix") and its affiliated companies collect and use personal information from and about you in connection with your application for employment with us. This Notice is provided to California applicants pursuant to the California Consumer Privacy Act, as amended by the California Privacy Rights Act (collectively, "CCPA"). If you are a resident of another state with applicable privacy laws, including Colorado or Texas, please refer to the state-specific supplements below or contact our Privacy Officer for information about your rights under those laws..

1. What do we mean by personal information?

When we say “**personal information**” we mean information that can be used on its own or with other information to identify, contact, or locate a single person or household.

Personal information does not include information that has been anonymized, aggregated or de-identified so that it is no longer associated with (or can no longer be used to identify) a particular person or household. In some cases, personal information excludes information that is publicly available.

2. What types of personal information do we collect from and about job applicants?

Below are the categories of personal information we collect and the purposes for which we intend to use this information:

- **Identifiers**, including
 - Identifying information, such as your full name, gender, and date of birth.
 - National identifiers, such as SSN, passport and visa information, and immigration status and documentation.
 - Contact information, such as your home address, email addresses, and emergency contact information.
- **Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))**, including information such as your name, signature, telephone numbers, and SSN
- **Health and safety information**, such as a health condition (if relevant to your employment).
- **Protected classification characteristics under California or federal law**, including demographic data, such as race, religion, ethnic origin, marital status, medical condition, disability, and veteran or military status.
- **Professional or employment background**, such as your work history, academic and professional qualifications, references, and notes taken during phone screens and interviews.
- **Non-public education information** (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)), including educational records.

- **Internet or other similar network activity**, including information systems (IS) information, such as your search history, browsing history, login information, and IP addresses on Medix's information systems and networks.
- **Biometric information**, such as fingerprints. Governmental entities and/or third-party service providers may collect fingerprints on our behalf to perform criminal background checks to comply with state mandates and requirements in our contracts with our customers. In some but not all cases, we receive a copy of such information.
- **Geolocation data**, such as time and physical location related to use of an internet website, application, device, or physical access to a Medix office location.
- **Inferences drawn from other personal information**, including a profile or summary about your job preferences and skills.

3. Sensitive data

Sensitive data is a subset of personal information. We may collect and process the following categories of information, which may now or in the future be considered sensitive data in some jurisdictions, for the purposes listed below as well as to carry out our obligations under applicable laws:

Category of Sensitive Data	Purpose	Legal Basis
Data relating to leaves of absence	To comply with employment and other laws.	Legal obligation (FMLA, CFRA, ADA)
Physical or mental health condition, disability status, or other health-related records.	To support safety in the workplace and provide appropriate workplace accommodations to employees.	Legal obligation; legitimate business necessity
Biometric information	To perform criminal background checks to comply with state mandates and requirements in our contracts with our customers. In some, but not all cases, we receive a copy of such information. Some of our vendors may allow you to use a biometric identifier (such as a face scan or fingerprint) to authenticate your identity when you	Legal obligation (state mandates); contractual necessity; consent where required

Category of Sensitive Data	Purpose	Legal Basis
	long onto an application they provide on our behalf. Medix fully complies with the Illinois BIPA and will require consent to collect such information, if applicable.	
Race or ethnic origin	For equal opportunity monitoring and reporting, to ensure compliance with our legal obligations	Legal obligation (Title VII, FEHA, OFCCP requirements)
Precise geolocation data.	To track the location of our vehicles, for safety and crime prevention purposes	Legitimate business necessity
Social security, driver's license, state identification card, or passport number	To conduct background checks, verify training and other professional credentials or qualifications, meet our reporting requirements under applicable laws.	Legal obligation; contractual necessity

4. Use and disclosure of personal information

Medix may collect, use, and disclose your personal information for the purposes of carrying out our application and recruitment process and for our own legitimate business purposes including to:

- Comply with all applicable laws and regulations, legal processes, enforceable government requests, and corporate governance requirements.
- Identify and evaluate job applicants.
- Communicate with you about the recruitment process, your application, and current and future career opportunities with Medix and/or its clients. If you share your geolocation data, we may use this information to locate jobs near you.
- Verify your information including your eligibility for employment and/or that you have the appropriate qualifications and/or skills for the job you are applying for.
- Carry out employment, background, and reference checks, subject to your consent where required by applicable law.
- Investigate and enforce compliance with and potential breaches of Medix policies and procedures.

- Analyze and improve our application and recruitment process.
- Keep records related to our hiring processes.
- Protect the rights and property of Medix, its employees, affiliates, other job applicants, customers, the public, or others as required or permitted by law.
- Engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of Medix.
- Administer and maintain our operations, including for safety purposes.
- Exercise or defend the legal rights of Medix and its employees, affiliates, agents, customers, contractors, and agents.

Categories of third parties to whom we may disclose personal information

We may disclose the categories of personal information described above to the following categories of third parties:

- Clients and prospective clients to whom you may be placed or assigned for staffing engagements
- Affiliated companies within the Medix corporate family
- Service providers that perform services on our behalf, including but not limited to background check providers, drug testing laboratories, payroll processors, benefits administrators, and IT service providers.
- Government and regulatory authorities as required by applicable law or in response to legal processes.
- Professional advisors, such as attorneys, auditors, and insurance providers.
- Successors in interest in connection with a merger, acquisition, reorganization, or sale of assets.

For a detailed description of our disclosure practices, see our [Privacy Policy](#).

5. Use of your information and data retention period

Pursuant to the CCPA, Medix can only collect, retain, sell, or share your Personal Information in such a manner that is reasonably necessary and proportionate to Medix's purpose for collection. Therefore, your Personal Information will only be collected and utilized for the purpose of Medix providing staffing services, plus any reasonable periods to comply with legal obligations, resolve disputes, or enforce agreements. Medix does not sell or share sensitive information with third parties for direct marketing purposes. Data is retained for periods where the applicant may be a fit for job roles. More information on your personal information and with third parties, and your rights regarding opting out of any sharing, is provided in our privacy policy, accessible [here](#).

6. Changes to this Notice

This Notice is reviewed periodically to ensure it accurately captures all types of personal information collected or any additional or different processing of such personal information. We may, therefore, change this Notice at any time and will update the "Last Revised" date accordingly. If we make material changes, we will notify you in a more direct manner, such as via email.

7. Your Rights Under California Law

The CCPA provides consumers (California residents) certain rights and protections regarding their personal information. Under California law, you have the right to (1) request to know what personal information we have collected about you; (2) request deletion of your personal information; (3) correct inaccurate personal information; and (4) limit our use and disclosure of sensitive personal information. These rights and how you may exercise them are described more fully in our privacy policy, accessible [here](#).

You have the right to direct Medix to limit its use and disclosure of your sensitive personal information to only those uses necessary to perform the services or provide the goods you reasonably expect, or as otherwise authorized by law. To exercise this right, you may email privacyofficer@medixteam.com. Upon receiving and verifying your request, we will restrict our processing of your sensitive personal information accordingly within fifteen (15) business days, or as otherwise prescribed by applicable law, whichever is longer.

8. Your Right to Opt-Out of the Sale or Sharing of Personal Information

You have the right to direct us not to share your Personal Information at any time. While Medix does not sell your Personal Information, these rights also extend to the sale of such Personal Information. To exercise this right, please click the link below:

DO NOT SELL OR SHARE MY PERSONAL INFORMATION

9. Who can you contact for more information?

If you have any questions about this Notice or need to access this Notice in an alternative format due to having a disability, please contact our privacy officer as follows:

Email: privacyofficer@medixteam.com

Regular mail: 1301 W. 22nd St., Suite 1000

Oak Brook, IL 60523
Attn: Privacy Officer

10. Applicants in other jurisdictions

Colorado. If you are a Colorado resident, the Colorado Privacy Act (CPA) provides you with rights to access, correct, delete, and obtain a portable copy of your personal data, and to opt out of targeted advertising, the sale of personal data, and profiling in furtherance of decisions that produce legal or similarly significant effects. To exercise these rights, contact privacyofficer@medixteam.com. If we decline your request, you may appeal by contacting us at the same address, and we will respond within 45 days.

Texas. If you are a Texas resident, the Texas Data Privacy and Security Act (TDPSA) provides you with rights to access, correct, delete, and obtain a portable copy of your personal data, and to opt out of targeted advertising, the sale of personal data, and profiling. To exercise these rights, contact privacyofficer@medixteam.com. We will respond to verified requests within 45 days.

As privacy laws in additional states take effect, this section will be updated accordingly.