

Signify Health

Applicant and Candidate Privacy Policy

Thank you for your interest in Signify Health. This Applicant and Candidate Privacy Policy explains:

- What information we collect during our application and recruitment process and why we collect it;
- How we use and share that information; and
- Our retention policy for that information.

Please review this policy carefully. If you have any questions, you may contact us at privacy@signifyhealth.com.

The Types of Information We Collect

This policy covers the information you share with us and/or which may be acquired or produced by Signify Health, its subsidiaries and its affiliates during the application or recruitment process. The information includes:

- Your name, address, email address, telephone number and other contact information;
- Your resume or CV, cover letter, previous and/or relevant work experience or other experience, education, transcripts, or other information you provide to us in support of an application and/or the application and recruitment process;
- Information from interviews and phone-screenings you may have, if any;
- Details of the type of employment you are or may be looking for, current and/or desired salary and other terms relating to compensation and benefits packages, willingness to relocate, or other job preferences;
- Details of how you heard about the position you are applying for;
- Any sensitive and/or demographic information obtained during the application or recruitment process such as gender, disability, information about your citizenship and/or nationality, medical or health information and/or your racial or ethnic origin;
- Reference information and/or information received from background checks, including information provided by third parties;
- Information relating to any previous applications you may have made to Signify Health and/or any previous employment history with Signify Health;

- Information about your educational and professional background from publicly available sources, including online, that we believe is relevant to your application or a potential future application (e.g. your LinkedIn profile); and/or
- Information related to any assessment you may take as part of the interview screening process.

How We Use the Information We Collect

Your information will be used by Signify Health for the purposes of carrying out its application and recruitment process that includes:

- Assessing your skills, qualifications and interests for our career opportunities;
- Verifying your information and carrying out reference checks and/or conducting background checks (where applicable) if you are offered a job;
- Communications with you about the recruitment process and/or your application(s), including, in appropriate cases, informing you of other potential career opportunities at Signify Health;
- Creating and/or submitting reports as required under any local laws and/or regulations, where applicable;
- Conducting or arranging for health screenings, drug tests or similar activities;
- Performing any related credentialing or privileging process or review, if applicable;
- Where requested by you, assisting you with obtaining an immigration visa or work permit where required;
- Making improvements to Signify Health's application and/or recruitment process;
- Complying with applicable laws, regulations, legal processes or governmental requests; and/or
- Conducting research about your educational and professional background and skills and contacting you if we think you would be suitable for a role with Signify Health.

We will also use your information to protect the rights and property of Signify Health and our applicants, candidates, employees or the public as required or permitted by law.

If you are offered and accept employment with Signify Health, the information collected during the application and recruitment process will become part of your employment record.

We collect and process your information where it is necessary in order to take steps, at your request, prior to our potentially entering into a contract of employment with you.

Who May Have Access to Your Information

Signify Health takes appropriate steps to protect information about you that is collected, processed, and stored as part of the application and recruitment process.

- Your information may be shared with our affiliates, subsidiaries or joint ventures in the US and in other jurisdictions, in relation to the purposes described above. If you have been referred for a job at Signify Health by a current Signify Health employee, with your consent, we may inform that employee about the progress of your application and let the Signify Health employee know the outcome of the process.
- Signify Health may also use service providers acting on Signify Health's behalf to perform some of the services described above including for the purposes of the verification / background checks. These service providers may be located outside the country in which you live or the country where the position you have applied for is located.
- Signify Health may sometimes be required to disclose your information to external third parties such as to local government authorities, courts and tribunals, regulatory bodies and/or law enforcement agencies for the purpose of complying with applicable laws and regulations, or in response to legal process.
- We will also share your personal information with other third parties if we have your consent (for example if you have given us permission to contact your references), or to detect, prevent or otherwise address fraud, security or technical issues, or to protect against harm to the rights, property or safety of Signify Health, our users, applicants, candidates, employees or the public or as otherwise required by law.
- It is your responsibility to obtain consent from references before providing their personal information to Signify Health.

Our Retention of Your Information

If you apply for a job at Signify Health and your application is unsuccessful (or you withdraw from the process or decline our offer), Signify Health will retain your information for a period after your application. We retain this information for various reasons, including in case we face a legal challenge in respect of a recruitment decision, to consider you for other current or future jobs at Signify Health and to help us better understand, analyze and improve our recruitment processes.

If you do not want us to retain your information for consideration for other roles, or want us to update it, please contact us at privacy@signifyhealth.com. Please note, however, that we may retain some information if required by law or as necessary to protect ourselves from legal claims.

Changes to this Applicant and Candidate Policy

We may change this policy from time to time. We will post any changes to this policy on this page.

Last updated: March 21, 2022