

Privacy Notice For Job Applicants

Last Updated: December 4, 2024

CorVel Enterprise Comp., Inc., CorVel Enterprise Comp, Inc. of Canada, CorVel Healthcare Corporation, Symbeo, Inc. and CERIS Inc. and all related subsidiaries (“CorVel”, “us,” “we” or “our”) collect and use personal information about you in relation to processing your application for employment at CorVel.

Please review this notice (the “Privacy Notice”) to understand our practices and treatment regarding your personal information. We respect the privacy rights of individuals and are committed to handling personal information responsibly and in accordance with all applicable laws. This Privacy Notice is designed to help you understand the categories of information about you that we collect and the purposes for which those categories of information will be used.

Please read this Privacy Notice carefully. Our Privacy Notice includes:

1. **What Personal Information We Collect And Disclose And For What Purposes**
2. **How Long We Retain Your Information**
3. **Security**
4. **Changes To This Privacy Notice**
5. **Contact Us**
6. **Supplement for California Job Applicants**

1. WHAT PERSONAL INFORMATION WE COLLECT AND DISCLOSE AND FOR WHAT PURPOSES

During the application process, we will collect and/or process personal information about you. We will also disclose your personal information to third parties for the purposes of facilitating the evaluating and processing your application, as described below. Whenever we permit another entity to access your personal information, we will implement appropriate measures to ensure the information is used in a manner consistent with this Privacy Notice and that the security and confidentiality of your information is maintained.

We have not and do not sell, share, or use your personal data for targeted advertising purposes, and we also do not allow the third parties with whom we disclose your personal information to do so either.

We may collect, use, and disclose for a business purpose (and may have collected, used, or disclosed during the 12-month period prior to the date this notice was last updated) the following categories of information about you:

Categories Collected The personal information we collect may include:	Sources of Collection We may collect your personal information from:	Business Purpose of Collection The purposes of collection include:	Categories of Third Parties to Whom Personal Information is Disclosed We may disclose your personal information:	Business Purpose of Disclosure The purposes of disclosure include:
Identifier Information:*	<ul style="list-style-type: none"> • you directly • our background check providers • our headhunting or employee search providers • publicly available databases • your former employers or references 	<ul style="list-style-type: none"> • assess your suitability for employment for the role for which you are applying, as well as future roles that may become available • perform recruitment related administrative functions • to perform background checks on you • to communicate with you in regards to your application • as required by law • to defend claims brought against us, to investigate violations of law or breaches of our own internal policies 	<ul style="list-style-type: none"> • to our subsidiaries and affiliates • to our service providers** • to individuals or entities you authorize • our background check providers • as required for legal purposes • to entities that acquire all or part of our business in a corporate transactions • to your former employers or references 	<ul style="list-style-type: none"> • assess your suitability for employment for the role for which you are applying, as well as future roles that may become available • perform recruitment related administrative functions • to communicate with you in regards to your application • to perform background checks on you • as required by law • to defend claims brought against us, to investigate violations of law or breaches of our own internal policies
*For example, we may collect your full name, personal e-mail address, personal phone number, signature, sex, gender, date of birth/age, postal address, location and preferred language.				

<p>**For example, your personal information may be made available to our human resource platform provider, recruiting vendors, background check provider, e-mail and SMS texting platform provider or auditors.</p>				
<p>Background Check Information: †</p>	<ul style="list-style-type: none"> • you directly • our background check providers • publicly available databases 	<ul style="list-style-type: none"> • assess your suitability for employment for the role for which you are applying, as well as future roles that may become available • perform recruitment related administrative functions • to perform background checks on you • as required by law • to defend claims brought against us, to investigate violations of law or breaches of our own internal policies 	<ul style="list-style-type: none"> • to our subsidiaries and affiliates • to our service providers†† • to individuals or entities you authorize • as required for legal purposes 	<ul style="list-style-type: none"> • assess your suitability for employment for the role for which you are applying, as well as future roles that may become available • perform recruitment related administrative functions • to perform background checks on you • as required by law • to defend claims brought against us, to investigate violations of law or breaches of our own internal policies
<p>†For example, we may collect your educational and employment background, history, arrest records, conviction records, credit information, disciplinary actions and news articles about you.</p> <p>†† For example, your personal information may be made available to our human resource platform provider, recruiting vendors, background check provider or our auditors.</p>				
<p>Professional or Employment-Related Information: †</p>	<ul style="list-style-type: none"> • you directly • our headhunting or employee search providers • our background check providers • publicly available databases • your former employers or references 	<ul style="list-style-type: none"> • assess your suitability for employment for the role for which you are applying, as well as future roles that may become available • perform recruitment related administrative functions • to perform background checks on you • as required by law • to defend claims brought against us, to investigate 	<ul style="list-style-type: none"> • to our subsidiaries and affiliates • to our service providers** • to individuals or entities you authorize • as required for legal purposes • to entities that acquire all or part of our business in a corporate transactions 	<ul style="list-style-type: none"> • assess your suitability for employment for the role for which you are applying, as well as future roles that may become available • perform recruitment related administrative functions • to perform background checks on you • as required by law • to defend claims brought against us, to investigate

		violations of law or breaches of our own internal policies		violations of law or breaches of our own internal policies
<p>†For example, we may collect your resume, date of employment, employment history, pay or salary, standard hours, bonus, termination details, business unit and location, disciplinary actions, work authorization status, employee accomplishments, assessments, reviews, and disability, military or veteran status.</p> <p>††For example, your personal information may be made available to human resource platform provider, recruiting vendors, background check provider or our auditors.</p>				
Education Information: ^{**}	<ul style="list-style-type: none"> • you directly • our background check providers • our headhunting or employee search providers • publicly available databases 	<ul style="list-style-type: none"> • assess your suitability for employment for the role for which you are applying, as well as future roles that may become available • perform recruitment related administrative functions • to perform background checks on you • as required by law • to defend claims brought against us, to investigate violations of law or breaches of our own internal policies 	<ul style="list-style-type: none"> • to our subsidiaries and affiliates • to our service providers^{***} • to individuals or entities you authorize • as required for legal purposes • to entities that acquire all or part of our business in a corporate transactions 	<ul style="list-style-type: none"> • assess your suitability for employment for the role for which you are applying, as well as future roles that may become available • perform recruitment related administrative functions • to perform background checks on you • as required by law • to defend claims brought against us, to investigate violations of law or breaches of our own internal policies
<p>[*]For example, we may collect your resume, curriculum vitae, transcripts, educational background, educational records and participation in ongoing education and training courses.</p> <p>^{***}For example, your personal information may be made available to our human resource platform provider, our employee data hosting vendor, our employee intranet platform provider, our employee background check provider or our auditors.</p>				
Commercial Information: ^z	<ul style="list-style-type: none"> • you directly • our background check providers • publicly available databases 	<ul style="list-style-type: none"> • assess your suitability for employment for the role for which you are applying, as well as future roles that may become available • perform recruitment related administrative functions 	<ul style="list-style-type: none"> • to our subsidiaries and affiliates • to our service providers^z • to individuals or entities you authorize • as required for legal purposes 	<ul style="list-style-type: none"> • assess your suitability for employment for the role for which you are applying, as well as future roles that may become available • perform recruitment related administrative functions

		<ul style="list-style-type: none"> to perform background checks on you as required by law to defend claims brought against us, to investigate violations of law or breaches of our own internal policies 	<ul style="list-style-type: none"> to entities that acquire all or part of our business in a corporate transactions 	<ul style="list-style-type: none"> to perform background checks on you as required by law to defend claims brought against us, to investigate violations of law or breaches of our own internal policies
<p>⁷For example, we may collect information on products and services that you have purchased.</p> <p>⁷⁷For example, your personal information may be made available to our human resource platform provider, our employee data hosting vendor, our employee intranet platform provider, our employee background check provider or our auditors.</p>				
Inferences: [*]	<ul style="list-style-type: none"> you directly our headhunting or employee search providers our interviewer or recruiting professional your former employers or references 	<ul style="list-style-type: none"> assess your suitability for employment for the role for which you are applying, as well as future roles that may become available perform recruitment related administrative functions 	<ul style="list-style-type: none"> to our subsidiaries and affiliates to our service providers^{**} to individuals or entities you authorize as required for legal purposes to entities that acquire all or part of our business in a corporate transactions 	<ul style="list-style-type: none"> assess your suitability for employment for the role for which you are applying, as well as future roles that may become available as required by law to defend claims brought against us, to investigate violations of law or breaches of our own internal policies
<p>[*] For example, we may collect your behavioral information, attitude information or abilities and/or preferences.</p> <p>^{**} For example, your personal information may be made available to our human resource platform provider, recruiting vendors, background check provider or auditors.</p>				
Sensitive Personal Information (identity information) [†]	<ul style="list-style-type: none"> you directly 	<ul style="list-style-type: none"> perform recruitment related administrative functions to perform background checks on you as required by law to defend claims brought against us, to investigate 	<ul style="list-style-type: none"> to our subsidiaries and affiliates to our service providers[#] to individuals or entities you authorize as required for legal purposes 	<ul style="list-style-type: none"> perform recruitment related administrative functions to perform background checks on you as required by law to defend claims brought against us, to investigate

		violations of law or breaches of our own internal policies	<ul style="list-style-type: none"> to entities that acquire all or part of our business in a corporate transactions 	violations of law or breaches of our own internal policies
<p>[†] For example, we may collect your Social Security number, driver’s license number, state identification card and number, nationality, place of birth and racial or ethnic origin.</p> <p>[#] For example, your personal information may be made available to our human resource platform provider, employee data hosting vendor, employee intranet platform provider, employee background check provider or auditors.</p>				
Internet or Other Electronic Network Activity Information [§]	<ul style="list-style-type: none"> our employee search providers 	<ul style="list-style-type: none"> measuring, tracking and analyzing trends in how individuals interact with our job postings 	<ul style="list-style-type: none"> our service providers^{§§} our affiliates other entities during a corporate transaction courts, litigants, regulators, arbitrators, administrative bodies or law enforcement for legal purposes 	<ul style="list-style-type: none"> measuring, tracking and analyzing trends in how individuals interact with our job postings. as required by law or to resolve, investigate or manage actual or suspected legal claims
<p>[§]The information we collect may include information about how you interact with our job postings through tracking pixels.</p> <p>^{§§}We may disclose your personal information to our data analytics providers, database hosting vendors and auditors.</p>				

Note that if you visit our public facing websites, we may collect personal information from you in the form of cookies or your IP address. This information is not collected in the context of you as a job applicant and is not covered by this Privacy Notice. For information regarding how we collect, process and disclose personal information in the context of cookies, view CorVel’s Privacy Policy and Cookie policy, available at www.corvel.com/privacy-policy.

2. HOW LONG WE RETAIN YOUR INFORMATION

Your personal information will be kept as long as needed to carry out the purposes described in this Privacy Notice or as otherwise required by applicable law. This means your personal information may be retained after the application process is complete even if you do not become an employee of CorVel.

3. SECURITY

We will store your information for the period required to serve the legitimate purpose for which it was collected or as required by law. We take a range of reasonable measures to protect your personal information and to store it in a secure environment, whether that is in paper or electronic form. We also take reasonable steps to protect any personal information from misuse, loss and/or unauthorized access, modification, or disclosure. If you have additional questions regarding security, please contact us directly using the information provided under Contact Us.

4. CHANGES TO THIS PRIVACY NOTICE

This Privacy Notice may be updated periodically to reflect any necessary changes in our privacy practices. You will be able to see when we last updated this Notice because we will include a revision date at the top. The latest version of this Notice is available on [CorVel's website](#).

5. CONTACT US

If you have any questions about this Privacy Notice, you may contact us through the following means:

- **Calling** us toll-free at 855-872-6674
- **E-mailing** us directly at Employee_Data_Access_Request@corvel.com

SUPPLEMENTAL PRIVACY NOTICE FOR CALIFORNIA JOB APPLICANTS

Last Updated: December 4, 2024

This Supplemental Privacy Notice for California Job Applicants (“Supplemental Notice”) supplements the information in our Privacy Notice applies solely to California residents. We adopt this Supplemental Notice to Comply with the California Consumer Privacy Act (“CCPA”).

The CCPA provides the residents of California with the right to request the data rights as described in this section. For more information, or if you have questions, you can contact us using the information provided under Contact Us.

- **Right to Know**: California residents have the right to know what personal information CorVel has collected about them, including the categories of personal information, the

categories of sources from which the personal information is collected in the past 12 months, the business or commercial purpose for collecting, selling, or sharing personal information, the categories of third parties to whom CorVel discloses personal information, and the specific pieces of personal information CorVel has collected about them.

California residents have a right to know if we are “selling” or “sharing” their personal information, what categories of personal information are “sold” or “shared,” and to whom. The disclosure of your online, web-browsing information when you visit our website as described in the above chart to our online marketing and analytics providers may constitute a “sale” and “sharing” under California law. However, please note that CorVel does not sell your personal information in the usual sense of the word. That is, we do not give your information to third parties in exchange for money. We do not knowingly “sell” or “share” the information of individuals under the age of sixteen years old.

- **Right to Delete:** California residents have the right to request the deletion of their personal information maintained by CorVel.
- **Right to Correct:** California residents have the right to request that CorVel correct inaccurate personal information that CorVel maintains about them. However, we reserve the right to delete your inaccurate personal information instead of correcting it, if permitted by the CCPA.
- **Right to Non-Discrimination:** California residents have the right to not be discriminated against due to the exercise of their CCPA privacy rights. However, note that the exercise of certain privacy rights may make it so that we are no longer able to provide you with certain services or communications.
- **Right to Opt-Out of Selling and Sharing:** California residents have the right to opt-out of the “sale” or “sharing” of their personal information. The only context in which we may “sell” or “share” your information is through online tracking technologies on our website. You can choose to opt-out of the selling and sharing of your personal information by clicking “Reject All” on the cookie banner when you first visit our website. You may also choose which specific non-strictly necessary cookies to reject by clicking “Cookie Settings” on the cookie banner and selecting the cookie category boxes for the cookies you’d like to reject, and making your selection by toggling the switches for each cookie category so that they turn grey. Please click on “Confirm My Choices” after choosing which cookies to reject. If you are not presented with a cookie banner, please delete your cookies and re-visit the website. You may alternatively opt-out by clicking the “Do Not Sell or Share My Personal Information” link at the footer of our Site, and following the instructions in that link. Additionally, California residents may use an opt-out preference signal to opt-out of the sale or sharing of your personal information. CorVel recognizes the Global Privacy Control (GPC) browser setting that allows individuals to automatically signal their opt-out of the sale of their personal information or sharing of their personal information for the purposes of targeted advertising. You can opt-out of this sale or share by activating the opt-

out preference signal or Global Privacy Control (GPC) on your browser.

- **Right to Limit Use and Disclosure of Sensitive Personal Information:** California residents have the right to direct a business to limit its use and disclosure of their “sensitive” personal information. California residents can request that a business limit its use or disclosure of their “sensitive” personal information to that use or disclosure which is necessary to perform the services or provide the goods reasonably expected by an average consumer, or to those uses or disclosures otherwise authorized by California law. However, we do not use or disclose your “sensitive” personal information for any purpose other than for the specific purposes described under the CCPA regulation § 7027(m) and always in a manner reasonably necessary and proportionate for these permitted purposes.
- **Right to Make Requests Through an Authorized Agent:** California residents can designate an authorized agent to make a request under the CCPA on their behalf. California residents can designate an authorized agent to make requests under the CCPA on their behalf relating to the residents’ personal information. Only you as a California resident, or a person you have designated in writing as your authorized agent, may make a consumer request related to your personal information.

If you wish to have an authorized agent make a verifiable consumer request on your behalf, they will need to provide us with sufficient written proof that you have designated them as your authorized agent, such as a power of attorney pursuant to California Probate Code sections 4000 to 4465. We will still require you to provide sufficient information to allow us to reasonably verify that you are the person about whom we have collected personal information. We can deny any request made by a purported authorized agent who does not submit proof that they has been authorized by the California resident to act on the California resident’s behalf.

To submit questions or to inquire about or submit a request relating to data rights, you can contact us by:

- **Submitting a request** through our online Privacy Webform, available at: <https://privacyportal.onetrust.com/webform/46d97970-b3af-46ad-b5db-80efcec0d551/70057d39-6885-43df-97f2-e08069893147>
- **Calling** us toll-free at 855-872-6674
- **E-mailing** us directly at Employee_Data_Access_Request@corvel.com