

Work Care Privacy Policy - California Consumer Privacy Act Addendum

This California Consumer Privacy Act Addendum supplements the [WorkCare Privacy Policy](#), and is effective as of August 11, 2020. The WorkCare Privacy Policy describes the information we collect, the sources from which we collect it, the purposes for which we use it, the circumstances under which we share it, and with whom we share it. These additional disclosures are required by the California Consumer Privacy Act of 2018 (the “CCPA”):

Categories of personal information collected. The personal information that WorkCare collects or has collected from consumers in the twelve months prior to the effective date of this Addendum fall into the following categories established by the CCPA, the scope of each such category dependent on the exact implementation of WorkCare’s services:

- Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers;
- Characteristics of protected classifications under California or federal law;
- Personal information described in Section 1798.80(e), including information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, signature, physical characteristics or description, telephone number, state identification card number, insurance policy number, employment, employment history, bank account number, credit card number, debit card number or any other financial information, medical information or health insurance information.
- Biometric information, such as imagery of the iris, retina, fingerprint, face, hand, palm, vein patterns, and voice recordings, from which an identifier template, such as a faceprint, a minutiae template, or a voiceprint, can be extracted, and keystroke patterns or rhythms, gait patterns or rhythms, and sleep, health, or exercise data that contain identifying information;
- Audio, electronic, visual, thermal, olfactory, or similar information;
- Professional or employment-related information;
- Inferences drawn from any of the information identified in this subdivision to create a profile about a consumer reflecting the consumer’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

No sale of personal information. WorkCare does not sell and has not sold in the twelve months prior to the effective date of this Addendum personal information of the consumer that falls into any of the categories established by the CCPA.

Categories of personal information disclosed for a business purpose. The personal information that WorkCare discloses or has disclosed about consumers for a business purpose in the in the twelve months prior to the effective date of this Addendum fall into the following categories established by the CCPA, the scope of each such category dependent on the exact implementation of WorkCare’s services:

- Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers;
- Characteristics of protected classifications under California or federal law;
- Personal information described in Section 1798.80(e), including information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, signature, physical characteristics or description, telephone number, state identification card number, insurance policy number, employment, employment history, bank account number, credit card number, debit card number or any other financial information, medical information or health insurance information.
- Biometric information, such as imagery of the iris, retina, fingerprint, face, hand, palm, vein patterns, and voice recordings, from which an identifier template, such as a faceprint, a minutiae template, or a voiceprint, can be extracted, and keystroke patterns or rhythms, gait patterns or rhythms, and sleep, health, or exercise data that contain identifying information;
- Audio, electronic, visual, thermal, olfactory, or similar information;
- Professional or employment-related information, such as current or past job history;
- Inferences drawn from any of the information identified in this subdivision to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Rights afforded to you by the CCPA:

You have the following rights under the CCPA, pursuant to Section 1798.100, 1798.105, 1798.110, 1798.115, and 1798.125:

- The right to request that WorkCare disclose to you the categories and specific pieces of personal information that have been collected.
- The right to request that WorkCare delete any personal information about you which has been collected.
- The right to request that WorkCare disclose the following:
 - The categories of personal information it has collected about you;
 - The categories of sources from which the personal information is collected;
 - The business or commercial purpose for collecting or selling personal information;
 - The categories of third parties with whom it shares personal information; and
 - The specific pieces of personal information it has collected about you.
- The right to request that WorkCare, if it sells your personal information or discloses your personal information for a business purpose, disclose to the following:
 - The categories of personal information that it has collected about you;
 - The categories of personal information that it sold about you and the categories of third parties to whom the personal information was sold, by category or categories

- of personal information for each category of third parties to whom the personal information was sold; and
- The categories of personal information that it disclosed about you for a business purpose.
- The right to not be discriminated against by WorkCare due to the exercise of any of your rights above, including, but not limited to, being:
 - denied goods or services;
 - charged different prices or rates for goods or services, including through the use of discounts or other benefits or imposing penalties (or receiving any suggestion thereof); or
 - provided a different level or quality of goods or services (or receiving any suggestion thereof).

You have the following rights under the CCPA, pursuant to Section 1798.120:

- The right to receive notice, if WorkCare sells personal information to third parties, that your personal information may be sold, and that you have right described immediately below.
- The right to direct WorkCare, if it sells your personal information to third parties, not to sell your personal information, otherwise known as the “right to opt-out.”
- The right not to have your personal information sold if WorkCare has actual knowledge that you are less than 16 years of age, unless you are at least 13 years of age and your parent or guardian has affirmatively authorized the sale of your personal information.

Contact.

You may exercise your rights to request the disclosure, access to, or deletion of your personal information by submitting your request to info@workcare.com. You may also exercise such rights or provide any other questions, comments, complaints or requests regarding this Addendum, by contacting us at:

WorkCare, Inc.
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Anaheim, CA 92805

WorkCare Data Privacy Officer
ITSecurity@workcare.com
800-455-6155