

CCPA Employee, Applicant and Contractor Notice of Collection

The California Consumer Privacy Act of 2018 (CCPA) gives California residents the right to know the categories of personal information that Fresenius Medical Care Holdings, Inc. d/b/a Fresenius Medical Care North America (FMCNA) collects about them and the purpose for the collection. This Employee, Applicant and Contractor Notice of Collection (“**Notice**”) explains what types of personal information FMCNA may collect about employees, job applicants, and contractors in the ordinary course of business and how that personal information may be used. In this Notice the terms “**FMCNA**,” “**we**,” “**us**,” and “**our**” refers to Fresenius Medical Care Holdings, Inc. d/b/a Fresenius Medical Care North America and its affiliates and subsidiaries.

A. Categories of Personal Information Collected:

Categories of Personal Information	How do we use it?
<p>Identifiers: Information that can be used to directly identify you.</p> <p><i>Examples: Your name, alias, postal address, unique personal identifier, Internet Protocol (“IP”) address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.</i></p>	<p>Examples Include To:</p> <p>Manage and document applications for employment and employment related actions through the use of an applicant tracking system;</p> <p>Assess ability, fitness or eligibility to fulfill or perform prospective job duties and work in relevant corporate locations and environments;</p> <p>Schedule travel, and pay for or reimburse for covered business expenses related to the job application, interview, employment or similar expenses;</p> <p>Comply with the provisions of collective bargaining if applicable;</p> <p>Maintain and protect the rights, security and safety of all job applicants, employees, patients and others, as well as our facilities, premises and other property;</p> <p>Provide notices or announcements concerning our business operations, opportunities or policies that may be relevant and/or of interest.</p> <p>Maintain employee information in company directories;</p> <p>Maintain emergency contact and beneficiary details;</p> <p>Administer engagement programs including online surveys;</p> <p>Use corporate communication tools such as video conferencing;</p> <p>Administer occupational safety and health programs;</p> <p>Protect the safety and security of our workforce, guests, property, and assets including monitoring activities in our facilities and activity using our computers, devices, networks, communications and other assets and resources;</p>

	<p>Detect security incidents and other fraudulent activity;</p> <p>Investigate and respond to claims;</p> <p>Comply with applicable laws (e.g. health and safety, employment laws); and</p> <p>Use in other ways for our business activities.</p>
<p>Record Information: Information that we maintain in our recruitment, employment, contractor, and other similar records.</p> <p><i>Examples: Your signature, physical characteristics or description, telephone number, insurance policy number, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.</i></p>	<p>To:</p> <p>Manage and document job applications or employment with us and employment related actions;</p> <p>Maintain employee information in company directories;</p> <p>Maintain emergency contact and beneficiary details;</p> <p>Administer engagement programs including online surveys;</p> <p>Use corporate communication tools such as video conferencing;</p> <p>Administer occupational safety and health programs;</p> <p>Protect the safety and security of our workforce, guests, property, and assets including monitoring activities in our facilities and activity using</p>

	<p>our computers, devices, networks, communications and other assets and resources;</p> <p>Detect security incidents and other fraudulent activity;</p> <p>Investigate and respond to claims;</p> <p>Comply with applicable laws (e.g. health and safety, employment laws); and</p> <p>Use in other ways for our business activities.</p>
<p>Legally Protected Characteristics: Information that is considered a “protected classification” under California or federal law.</p> <p><i>Examples: Your race, gender, physical or mental disability, and religion, to the extent disclosed by the employee.</i></p>	<p>Examples Include To:</p> <p>Manage and document recruitment or employment with us and employment related actions, such as requests for reasonable accommodations related to disability or religion; and</p> <p>Maintain emergency contact and beneficiary details;</p> <p>Comply with applicable laws (e.g. health and safety, employment laws); and</p> <p>Use in other ways for our business activities.</p>
<p>Biometric Information: Information about your physiological, biological, or behavioral characteristics that can be used to identify you.</p> <p><i>Examples: An image of your iris, retina, fingerprint, face, hand, palm, vein patterns, and voice recordings.</i></p>	<p>To:</p> <p>Administer behavioral exams; and</p> <p>Obtain access to certain Company physical structures and facilities.</p>
<p>Internet or Network Activity: Information about your activities on the internet or other electronic network activity information using devices, applications, assets or resources that are managed by FMCNA.</p> <p><i>Examples: Your browsing history, search history, and information regarding your interaction with an Internet Web site, application, or advertisement while using a device or application managed by FMCNA.</i></p>	<p>Examples Include To:</p> <p>Protect the safety and security of our workforce, guests, property, and assets including monitoring activities in our facilities and activity using our computers, devices, networks, communications and other assets and resources;</p> <p>Detect and investigate incidents and other fraudulent activity;</p> <p>Use in other ways for our business activities.</p>
<p>Geolocation Data: Information that can be used to identify the physical location of devices, assets or resources that are managed by FMCNA.</p> <p><i>Examples: Location information derived from your device’s GPS coordinates, Cell ID, MAC addresses, Wi-Fi, Bluetooth or UWB technology.</i></p>	<p>To:</p> <p>Protect the safety and security of our workforce, guests, property, and assets including monitoring activities in our facilities and activity using our computers, devices, networks, communications and other assets and resources;</p> <p>Detect and investigate incidents and other fraudulent activity;</p> <p>Use in ways we have told you about for our business activities.</p>
<p>Environmental Information: Information that is typically detected by the senses.</p> <p><i>Examples: Audio, electronic, visual, thermal, or olfactory information.</i></p>	<p>To:</p> <p>Maintain employee information in company directories;</p> <p>Use corporate communication tools such as video conferencing;</p> <p>Use in other ways for our business activities.</p>
<p>Professional or Employment Information: Information about your professional and employment status and background.</p>	<p>To:</p> <p>Manage and document job applications or employment with us and employment related actions;</p> <p>Maintain employee information in company directories;</p>

	Use in other ways for our business activities.
<p><u>Education Information:</u> Information about students that is protected by the Federal Family Educational Rights and Privacy Act.</p> <p><i>Examples: Student's name, the names of the student's parents or other family members, the address of the student or the student's family, a student's personal identifier, date of birth and place of birth, and other information that is linkable to a specific student.</i></p>	<p>To:</p> <p>Manage and document recruitment related activities or student intern programs</p>
<p><u>Inferences:</u> Information drawn from any of the above categories that is used to create a profile you.</p> <p><i>Examples: Your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.</i></p>	<p>To:</p> <p>Manage and document job applications and employment with us and employment related actions;</p> <p>Maintain your employee information in company directories;</p> <p>Administer engagement programs including online surveys;</p> <p>Use in other ways for our business activities.</p>

Contact Us	Call the Employee Service Center at 855-362-6247 with questions regarding this Notice.
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