



JOB CANDIDATE PRIVACY NOTICE

The purpose of this Job Candidate Privacy Notice (“**Notice**”) is to inform individuals who inquire about and/or apply for employment with Molina Healthcare, Inc. and its subsidiaries and affiliates the Company (“**the Company**” or “**we**” or “**us**”) of the categories of personal information we collect from candidates and the purposes for which we use such personal information. This notice is intended to comply with applicable laws, including the California Consumer Privacy Act (CCPA), as amended by the California Privacy Rights Act (CPRA). If any provision below conflicts with a legal requirement, then the Company will comply with the applicable law. Please also review our [Privacy Policy](#), which is incorporated by reference into this Notice.

1. Collection and Use of Candidate Personal Information

The Company collects, uses, and discloses Personal Information about job candidates for business purposes only and consistent with applicable laws. Where the Company discloses Personal Information to third parties, it does so for the same business purposes described below and, where appropriate, requires that such parties maintain its confidentiality and maintain appropriate systems and processes to ensure its security and protection. In addition, some Personal Information and related documents must be verified, maintained and/or retained to fulfill the Company’s obligations to regulators under applicable law.

We collect and use the following categories of Personal Information about you to when you inquire about and/or apply for employment at the Company:

Category of Personal Information	How we use it
Contact information: such as your name, home and work address, personal and work telephone numbers, personal and work email addresses.	We will use this information to open and maintain applicant records and communicate with you regarding your interest in a job opportunity with us, your application for employment, or updates on your candidacy.
Job-related information and qualifications: such as position applied for, work experience, education, awards, qualifications, certificates, licenses, financial relationships, and any other information you choose to provide in your resumes and/or applications.	We will use this information to assess your suitability for a position at the Company and to determine any actual or potential conflict of interest. Additional Sources of Personal Information: Third-party references, credit agencies, or entities verifying work authorization.
National identification information: such as your country of birth or the country where you are a registered national or citizen, and any visa or other right to work.	We will use this information to determine your eligibility to work, applicable benefits, financial draws/taxes, and fulfill our obligations to relevant government authorities. Additional Sources of Personal Information: Third-party entities verifying work authorization.
Travel-related records: such as frequent flyer numbers, itineraries, flight, train, rental car, car service, hotel, or other similar information.	We will use this information to arrange or reimburse travel where you require travel to interview with us or in connection with your candidacy for employment, contact you during

Category of Personal Information	How we use it
	travel, as necessary with travel service providers, or in an emergency.
Results of background checks and screening: such as education verification and criminal records and driver's license checks.	We will use this to determine your suitability for certain job roles (to the extent permitted or required by law). Additional Sources of Personal Information: Third-party entities that conduct and report on background checks and screening.
References: such as opinions and comments of any previous employers.	We will use this to determine your suitability for certain job roles. References will only be contacted if you give us permission to do so. Additional Sources of Personal Information: Third-party references.
Sensitive personal information , insofar as necessary and legally permitted, such as Social Security, driver's license, state identification, or passport number; your race and ethnicity.	Equal opportunities monitoring information: We will use this information, such as your race, ethnicity, and gender, which you would provide only on a voluntary basis, to conduct equal opportunity and diversity monitoring where permitted or required by law. Additional Sources of Personal Information: Third-party references, credit agencies, or entities verifying work authorization.

2. Additional Purposes for Using Personal Information

In addition to the uses set forth above, the Company may use and share the categories of Personal Information identified:

- To comply with applicable legal and regulatory requests and obligations (including, but not limited, to checking exclusion lists and conducting investigations).
- To establish or defend legal claims and allegations.
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, or other misconduct.
- To seek advice from lawyers, auditors and other professional advisers.

3. California Privacy Rights

If you are a California resident, California law provides you with the following rights with respect to your personal information:

- The right to know what personal information we have collected, used, or disclosed about you.
- The right to request that we delete any personal information we have collected about you.
- The right to correct inaccurate personal information about you.

4. No Sale of Personal Information

We do not “sell” your personal information or “share” your personal information for cross-context behavioral advertising, as those terms are defined in the CCPA.

5. Sensitive Personal Information

Your sensitive personal information will not be used for any additional purposes that are incompatible with the purposes listed above, unless we provide you with notice of those additional purposes.

6. Submitting Requests

You may submit requests to delete and/or to know personal information we have collected about you by using the CCPA request form found at:

https://www.molinahealthcare.com/members/common/en-US/terms_privacy/ca.aspx

or by contacting our Toll-Free Telephone Number at:

+1 (888) 635-1504

We will respond to your request in compliance with the requirements of CCPA or other applicable law.

7. Verification of Your Identity

When you exercise these rights and submit a request to us, we or our partners will verify your identity by asking you to authenticate your identity via standard authentication procedures. For example, we may ask for your email address used when applying for a job. We also may use a third-party verification provider to verify your identity.

8. Non-Discrimination

If you make a request under the CCPA, we will not discriminate against you in any way. For example, we will not deny you discounts or other benefits or impose penalties on you, or provide you with or suggest that you will receive a different level or quality of benefits or services.

9. Authorized Agents

You may permit an authorized agent to submit a request to know or to delete your personal information. If we receive a request on your behalf, we will ask that person to give us proof that you gave that person written permission to make a request for you. If that person does not provide us with written proof, we will deny their request so that we can protect your personal information.

10. Automated Decision-Making

We generally do not use automated decision-making technology, as that term is defined by State Privacy Laws. If we make use of automated decision-making technology, you will be informed through a separate privacy notice.

11. Record Retention

We may retain your personal information for as long as necessary to fulfil the purpose for which it was collected or to comply with legal or regulatory requirements. We strive to retain your personal information no longer than is reasonably necessary to carry out the purposes listed in this Notice or as required by law. We retain your personal information in accordance with applicable law, contractual requirements, and our records retention policies.

12. Questions

If you have any questions about this Notice, or to request this Notice in another format, please contact the Company's Privacy Official at the following:

Email: CPO.Office@MolinaHealthcare.com

Mail: Molina Healthcare, Inc.
Attn: Corporate Privacy Official
200 Oceangate, Suite 100
Long Beach, CA 90802

Effective as of January 1, 2023