

Notice at Collection

Health Plans, Inc. (“HPI”) adopts this Notice at Collection (“Notice”) to comply with the California Consumer Privacy Act of 2018 (“CCPA”) and supplements the information contained in [HPI’s Privacy Statement](https://healthplansinc.com/utility-pages/privacy/), available at <https://healthplansinc.com/utility-pages/privacy/>. This Notice applies to individuals residing in the State of California (“consumers”) who submit applications for employment to HPI. This Notice describes the categories of Personal Information HPI may collect from consumers in the course of their application and candidacy for employment at HPI and also describes the purposes for which HPI will use each category of Personal Information collected. Any terms defined in the CCPA have the same meaning when used in this Notice.

Information HPI Collects

Personal Information is information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or device. In particular, HPI may collect the following categories of Personal Information from consumers acting as job applicants and candidates for employment at HPI:

- Identifiers, such as 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;
- Personal Information categories identified in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)), such as name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information;
- Characteristics of protected classes under California or federal law, such as age, race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information), or other similar characteristics;
- Professional or employment-related information, such as current or past job history or performance evaluations; and
- Inferences drawn from other personal information, such as information used to create a profile reflecting individual preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Use of Personal Information

We may use or disclose each category of Personal Information we collect for one or more of the following business purposes:

- To fulfill or meet the reason for which the information is provided, which is to evaluate applicants for employment;
- To communicate with consumers regarding their applications for employment throughout our recruiting process;
- As necessary or appropriate to protect the rights, property or safety of HPI, its clients or others;
- As required by applicable law, court order, or governmental regulations.

HPI will not collect additional categories of Personal Information or use the Personal Information we collect for materially different, unrelated, or incompatible purposes without providing notice.

Consumers with disabilities may obtain access to this Notice in an alternative format by submitting a request via the [form](#) available at <https://healthplansinc.com/utility-pages/contact/> or by contacting HPI at:

Phone: 508-752-2480 (Toll-free: 800-532-7575)

Mail: PO Box 5199
Westborough, MA 01581
Attn: Privacy Officer