



Candidate Privacy Policy and Consent (04/2020)

Your privacy is important to Pacific Coast Hospice so we've developed a Privacy Policy that covers how we collect, use, disclose, transfer, and store your personal data.

1. Collection, processing, transfer and use of Personal Data.

Personal Data may be controlled by PCH USA, LLC or processed by PCH USA, LLC on behalf of its affiliates, which may be located anywhere in the world, where such an affiliate is the responsible data controller.

The following describes how PCH USA, LLC at 2919 S Ellsworth Rd Ste 129, Mesa, AZ 85212 or as appropriate a local affiliate ("Pacific Coast Hospice") as data controller collects, processes, transfers and uses the personal data you submit through this website ("Personal Data") for purposes of processing your online application as further described below. Personal Data means any information relating to you that identifies you, or could reasonably be used to identify you, and that is recorded in any form, including but not limited to legal name, email address, physical address, education and employment history.

2. Purposes of processing your Personal Data.

As part of the application process, you may have been asked to log in using your Pacific Coast Hospice ID. During this process, the information associated with your Pacific Coast Hospice ID that will be accessed and/or stored is your first and last name, as well as your primary email address in order to create a unique identifier related to your profile. Personal Data associated with your personal Pacific Coast Hospice ID account will not be accessed or used by Pacific Coast Hospice in connection with your application.

Any Personal Data you provide to Pacific Coast Hospice (i) will be used to process your application for the specific position you have applied for, (ii) will be used to process your application for other open positions within Pacific Coast Hospice and the Pacific Coast Hospice entities and subsidiaries around the world which may be suitable to you, (iii) will be retained for consideration for other similar positions available within Pacific Coast Hospice and the Pacific Coast Hospice entities and subsidiaries around the world and (iv) may be used to seek your views in relation to your candidate experience. If you do not wish to participate in talent research surveys please email hr@pchusa.org.

Additionally, certain demographic data may be collected on a voluntary basis as part of Pacific Coast Hospice's legal obligations, and/or to further assist with Pacific Coast Hospice's efforts related to the planning, implementation and measurement of Pacific Coast Hospice's inclusion and diversity efforts and programs. Your responses will be kept confidential and will only be further shared to the extent there is a lawful basis for doing so and/or in order to comply with governmental requirements. Your candidacy will not be impacted in any way by your answers or your decision not to respond.

We will retain your Personal Data only as long as is necessary to meet the purposes for which such information was collected, and for the periods specified by applicable laws, which vary by country. These purposes may include but are not limited to application related inquiries, maintain business records for analysis, market trends and/or audit purposes or to deal with any legal matters.

3. Security for your Personal Data.

We have in place security measures to protect your Personal Data from loss, misuse and unauthorized access, disclosure, alteration and destruction. The security measures are implemented and maintained in accordance with legal, organizational and technological developments.

4. Use of third-party service providers.

Pacific Coast Hospice may use third-party service providers with whom Pacific Coast Hospice contracts as part of its normal business operations to carry out certain human resources-related functions or IT functions (e.g., hosting services). Pacific Coast Hospice will (i) diligently choose such third-party service providers, and (ii) ensure that such third-party service providers adopt adequate technical and organizational security measures to safeguard your Personal Data and that such third-party service providers only use your Personal Data as instructed by Pacific Coast Hospice and for no other purposes.

5. Correctness of Personal Data.

By consenting to this Candidate Privacy Consent, you confirm that all information you provide is complete and accurate. Pacific Coast Hospice expressly reserves the right to suspend, modify access to or remove your profile within Pacific Coast Hospice's applicant tracking system if your profile violates any applicable Pacific Coast Hospice policy, is deemed offensive, violent and/or for any other reason as determined by Pacific Coast Hospice, in its sole discretion.



6. Access, rectification, deletion and additional information.

You may rectify or update at any time your Personal Data by submitting your Job Application on pchusa.org. In order to access or delete your Personal Data, please send an email to it.admin@pchusa.org. Depending on the jurisdiction, Pacific Coast Hospice may be required to retain some candidate data for compliance purposes. Due to the U.S. Office of Federal Contract Compliance Programs (OFCCP) regulations we are required to retain U.S. candidate data for 3 years. If you have any questions about the Candidate Privacy Consent or you would like to contact our Data Protection Officer please send an email to it.admin@pchusa.org.

If you are not satisfied with Pacific Coast Hospice's response, you may refer your complaint to the applicable regulator. If you ask us, we will endeavor to provide you with information about relevant complaint avenues which may be applicable to your circumstances.

7. Existence of Automated Decision Making.

Pacific Coast Hospice does not take any decisions involving the use of algorithms or profiling that significantly affect you.

8. Candidate Release Authorization

I authorize any person, organization or company listed on this application and any attachment, to furnish Pacific Coast Hospice any and all information concerning my previous employment, education and qualifications for employment. I also authorize Pacific Coast Hospice to request and receive such information. In consideration for my employment, I agree to abide by the rules and regulations of Pacific Coast Hospice, which rules may be changed, withdrawn, added or interpreted at any time, at the company's sole option and without prior notice to me.

By clicking "Submit Application" I acknowledge that I have read the Pacific Coast Hospice Candidate Privacy Policy, and hereby consent to the collection, processing, use, and international transfer of my Personal Data as described therein.