

California Consumer Privacy Act Notice for Candidates

1. About this Privacy Notice

Advanced RPO LLC (“Advanced RPO”) has issued this California Consumer Privacy Notice (“CCPA Notice”) pursuant to the California Consumer Privacy Act of 2018 (“CCPA”), as amended. This CCPA Notice, effective January 1, 2025, applies to Personal Information (described below) of residents of the State of California in their capacity as consumers, including job applicants (“California Consumers”) and supplements the terms of Advanced RPO’s privacy policy ([click here to view Privacy Policy](#)).

2. Personal Information Collected and Sources of Information

Advanced RPO collects the categories of personal information (“Personal Information”) indicated in the table below. In most cases, we collect Personal Information directly from you, but we also may collect Personal Information from data collection technologies including the Internet and other electronic network activity and certain third parties.

For more details about how we handle your Personal Information, we encourage you to review the Privacy Policy, including the Recruitment Privacy Policy.

Advanced RPO collects, discloses and uses your Personal Information as part of its business operations, including when you apply for a job as an employee or independent contractor. The purposes for which we collect Personal Information are described below and generally include human resources and employment purposes. Your Personal Information may be shared with third parties including clients, Affiliates and service providers. Any Personal Information that Advanced RPO collects in connection with your application may also be used to comply with applicable law and to defend legal claims.

“Affiliates” means Advanced Personnel, Inc., Advanced Clinical Holdings, Inc., Advanced Clinical LLC, and Catena Solutions LLC.

The Personal Information that you provide to Advanced RPO as part of the job application process (i) will be used by Advanced RPO and its Affiliates (defined below) 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 Advanced RPO or with its Affiliates which may be suitable for you, (iii) will be retained for consideration for other similar positions available within Advanced RPO or with its Affiliates in the future, and (iv) may be used to seek your views in relations to your candidate experience.

The CCPA requires that Advanced RPO tell you whether we collect any personal information described in California Civil Code Section 1798.80(e), which includes a broad list of categories of personal information, as described below.

Category Name	Description	Source of Information	Purpose	Disclosures to Third Parties
Identifiers NOTE: The information in this	Name, alias, postal address, unique personal identifier,	This information is provided by you during the application process,	Collecting and processing employment applications,	This information may be disclosed to third party providers, including

category may include the following elements of Sensitive Personal Information: Social Security number, driver's license number, state identification card number, and/or passport number.	online identifier, Internet Protocol (IP) address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers	aside from any Advanced RPO assigned identifiers. We may collect information about you from third parties such as your references, background check vendors, staffing agencies or other third-party sources that are lawfully entitled to share information with us. This may include service providers or contractors who collect or process your Personal information on our behalf. We also may collect information about you through your social media services consistent with your settings on those services, and from our related parties and affiliates	including confirming eligibility for employment, background and related checks, references, and related recruiting efforts; communicating with you about a current application, future job opportunities or current and past employment	for background screening and applicant processing purposes (ATS systems) and for arranging interviews and travel. This information also may be shared with clients. Technology service providers and cloud storage providers also may have access to this data. This data may be disclosed to third parties in connection with a sale or restructuring.
Protected classes NOTE: The information in this category may include the following elements of Sensitive Personal Information: racial, ethnic, or national origin.	Race, religion, sexual orientation, gender identity, gender expression, age	This information may be provided by you on a voluntary basis during the application process	To comply with legal requirements and assist Advanced RPO in its diversity efforts.	Advanced RPO may disclose this information to third parties for the purpose of complying with legal requirements. Technology service providers and cloud storage providers also may have access to this data, including the ATS. Third party providers assisting with required EEO

				reporting are provided certain of this data. In some instances, this information may be shared with clients to whom you are assigned to perform work. This data may be disclosed to third parties in connection with a sale or restructuring.
Commercial information NOTE: The information in this category may include the following elements of Sensitive Personal Information: log-in, financial account in combination with any required security or access code, password, or credential allowing access to an account.	Bank account number, credit card number, debit card number, or other financial account information, or other information you share for expense reimbursement purposes or payment purposes	This information is collected directly from you	To provide you the expense reimbursements associated with your candidacy, if any	Advanced RPO discloses this information to its service providers including technology service providers and cloud storage providers.
Biometric information NOTE: Biometric information is considered an element of Sensitive Personal Information.	Hair color, eye color, fingerprints, height, facial recognition, voice, other biometric data	N/A	N/A	N/A
Network activity information	Browsing history, search history, and information from company networks, including cell phone	This information is collected from your device when you interact with Advanced RPO's website and/or network	To allow access to Advanced RPO's application systems and to detect network systems vulnerabilities	Technology service providers and cloud storage providers may have access to this data.

	make, model and serial number, cell phone number, and cell phone provider.			
Geolocation data NOTE: The information in this category may include the following elements of Sensitive Personal Information: precise geolocation.	Device location that identifies an individual's precise location	This information is collected from your device when you interact with Advanced RPO's website and/or network	To allow access to Advanced RPO's application systems and to detect network systems vulnerabilities	Technology service providers and cloud storage providers may have access to this data.
Sensory data	Images and audio, video or call recordings made in connection with our business activities, surveillance videos on company property	This information may be collected from you from voicemails and video calls	Collecting and processing employment applications, including conducting interviews to confirm eligibility for employment	Technology service providers and cloud storage providers may have access to this data.
Employment information	Job title, work history and experience, bios collected, testimonials, and any other information you provide as part of the application process, including references and background checks.	This information is collected directly from you and from information that you provide and from your references, if any. This information also may be obtained from third parties performing background screens on candidates.	Collecting and processing employment applications, including confirming eligibility for employment, background and related checks, references, and related recruiting efforts; communicating with you about a current application, future job opportunities or current and past employment	This information may be disclosed to third party providers, including for background screening and applicant processing purposes (ATS systems) and for arranging interviews and travel. This information also may be shared with clients. Technology service providers and cloud storage providers also may have access to this data.

<p>Education information</p> <p>NOTE: The information in this category may include the following elements of Sensitive Personal Information: union membership.</p>	<p>Information that is not “publicly available personally identifiable information” as defined in the California Family Educational rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99), including transcripts or records of degrees and vocational certifications obtained</p>	<p>This information is collected directly from you or from third parties performing background screens on candidates.</p>	<p>Collecting and processing employment applications, including confirming eligibility for employment, background and related checks, references, and related recruiting efforts; communicating with you about a current application, future job opportunities or current and past employment</p>	<p>This information may be disclosed to third party providers, including for background screening and applicant processing purposes (ATS systems) and for arranging interviews and travel. This information also may be shared with clients. Technology service providers and cloud storage providers also may have access to this data. This data may be disclosed to third parties in connection with a sale or restructuring.</p>
<p>Profile inferences</p> <p>NOTE: The information in this category may include the following elements of Sensitive Personal Information: racial or ethnic origin, religious or philosophical beliefs, union membership, health information.</p>	<p>Inferences drawn from the personal information above to create a profile or summary about and individual’s preferences and characteristics</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

Advanced RPO may add to the categories of Personal Information it collects and the purposes it uses Personal Information. In that case, Advanced RPO will inform you.

We do not sell or share, as those terms are defined under applicable law, the above categories of Personal Information. We do not use or disclose your Sensitive Personal Information for purposes that, with limited exceptions, are not necessary for the application related purpose for which we collect it or as reasonably expected by an average individual in this context, for other permitted purposes under the CCPA, or as authorized by regulation.

3. Your Rights

- Right to Know: California consumers have the right to submit a verifiable request to know:
 - The categories and specific pieces of Personal Information that Advanced RPO has collected about them
 - The categories of sources from which Advanced RPO has collected Personal Information
 - The categories of Personal Information that Advanced RPO has sold, shared or disclosed to a third party (other than a service provider) for a business purpose and the categories of recipients of that information; and
 - The business or commercial purposes for Advanced RPO's collection, disclosure, sale, and sharing of the Personal Information
- Right to Delete: California consumers have the right to submit a verifiable request for deletion of their Personal Information that Advanced RPO has collected from them to the extent permitted by law.
- Request to Update: California Consumers have the right to submit a verifiable request that Advanced RPO correct any inaccurate Personal Information we maintain about you, taking into account the nature of that information and purpose for processing it.
- Right to Non-Discrimination for the Exercise of Your Privacy Rights. We will not discriminate or retaliate against you for exercising any of the rights described above.

4. How to Exercise Your Rights

If you would like to exercise your rights under this Notice, please complete the form at the following link: [Privacy Request Form](#)

You may call the number set forth below.

Please note that a business is only required to respond to requests that are “Verifiable Consumer Requests” which is one made by a consumer, by a consumer on behalf of the consumer’s minor child, or by a natural person or a person registered with the Secretary of State, authorized by the consumer to act on the consumer’s behalf, and that the business can reasonably verify to the be consumer about whom the business has collected Personal Information. We may request additional information from you to verify your identity in connection with a request.

Advanced RPO and its service providers may use your Personal Information that is deidentified, in an anonymized format or aggregated (in a form in which your identity cannot be determined) for other purposes not specified above, including in the development and testing of products and services.

5. Retention

We retain your Personal Information for as long as is necessary to process your application for employment, and if applicable, to assist you in finding employment through us, and in accordance with Advanced RPO's data retention schedule. We may retain your Personal Information for longer if it is necessary to comply with our legal or reporting obligations (for example, if we are required to retain your data to comply with applicable laws), resolve disputes, enforce our legal agreements and policies, address other legitimate business needs, or as permitted or required by applicable law. We may also retain your Personal Information in a deidentified or aggregated form so that it can no longer be associated with you. To determine the appropriate retention period for your Personal Information, we consider various factors such as the amount, nature, and sensitivity of your information; the potential risk of unauthorized access, use or disclosure; the purposes for which we collect or process your personal information; and applicable legal requirements. Personal information

6. Contact Us

For questions or concerns about Advanced RPO's policies and practices, you may write to:

Advanced RPO
Attn: General Counsel
6 Parkway N., Suite 100
Deerfield, IL 60015
Email: legal@advancedgroup.com

If you have a disability and would like for us to provide this notice in an alternative format, please contact Advanced RPO's Human Resources department at AGhumanresources@advancedgroup.com or call 1-877-411-1331.

We will update this CCPA Notice from time to time. Any changes will be posted on this page with an updated revision date.

Last updated: January 7, 2025

Advanced RPO is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics. [Learn more about your EEO rights as an applicant\(Opens in a new window\)](#).

Advanced RPO will not discriminate or retaliate against applicants who inquire about, disclose, or discuss their compensation or that of other applicants. [United States Department of Labor. Learn more\(Opens in a new window\)](#).

Advanced RPO will consider for employment all qualified applicants with criminal histories in a manner consistent with applicable law.

Advanced RPO participates in the E-Verify program in certain locations as required by law.

Advanced RPO is committed to working with and providing reasonable accommodation to applicants with physical and mental disabilities. Advanced RPO is a drug-free workplace.