



Notice of Collection of Personal Information: California Workforce

Effective Date: January 1, 2023

Last Reviewed Date: December 23, 2022

Radnet Management, Inc. and its affiliated companies (collectively, “Radnet,” “we,” “our,” or “us”) are committed to complying with applicable privacy and security laws as well as respecting the privacy of our current and former employees, contingent workers, contractors, owners, directors, officers, board members, employee dependents and beneficiaries (“Workforce”). The California Consumer Privacy Act of 2018 as amended by the California Privacy Rights Act of 2020 (collectively, the “California Privacy Law”) gives our Workforce residing in California the right to know the categories of Personal Information we collect about them, the purposes for which the Personal Information is used, with whom we share Personal Information, and for how long the Personal Information is retained.

We are providing this updated Workplace Privacy Notice (“Notice”) to give our California Workforce the information required by the California Privacy Law.

As used in this Notice, “Personal Information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household. Personal information does not include publicly available information from government records or deidentified or aggregated consumer information.

Please note: This Notice does not cover information collected about you as a Radnet patient or visitor to Radnet-affiliated websites or facilities. To learn more about our information collection practices in those situations, please read our online <https://www.radnet.com/privacy-statement>

1. Sources of Personal Information

In many cases, we collect Personal Information directly from our Workforce. We may also obtain information about our Workforce from third parties, such as background screening companies, benefits providers, or data aggregators such as LinkedIn. We may also collect Personal Information automatically from our computer systems, and recorded audio, electronic, visual, or similar information (such as cameras and CCTV tools we install in our premises for security and/or safety), as well as from your co-workers or patients, such as in connection with performance reviews or patient satisfaction surveys. In each case, we only collect those data elements needed for our appropriate business purposes.

2. General Purposes for Collecting, Using and Disclosing Personal Information

We process Personal Information of our Workforce for lawful and customary payroll and human resources (“HR”) purposes as needed to enable our Workforce relationship, to comply with law, and for our Everyday Business Purposes. For purposes of this Notice, “Everyday Business Purposes” means the following purposes for which any Personal Information may be collected, used, and disclosed:

- To comply with state and federal law and regulations,
- To process payroll,
- To track time and attendance,
- To administer and maintain benefits, including group health insurance,
- To manage employee performance of their job duties, including promotions, discipline, and/or termination,
- To conduct workplace investigations,
- To evaluate job applicants and candidates for employment,
- To obtain and verify background checks,
- To manage workers’ compensation claims,
- To grant and monitor employees’ access to secure company facilities,

- To implement, monitor, and manage electronic security measures on devices that are used to access networks and systems (e.g., incident management),
- To maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance;
- Legal and regulatory compliance: all uses and disclosures of Personal Information that are required by law or for compliance with legally mandated policies and procedures, such as: anti-money laundering programs, security and incident response programs, intellectual property protection programs, and ethics and compliance hotlines,
- Security, loss prevention, information security and cybersecurity,
- Corporate audit, analysis, and consolidated reporting,
- To enforce our contracts and to protect Radnet, our workers, our clients and their employees and the public against injury, theft, legal liability, fraud or abuse, to people or property,
- To anonymize and/or aggregate data to perform workforce analytics, data analytics, and benchmarking,
- Identity and credential management, including identity verification and authentication, issuing ID card and badges (where applicable), system administration and management of access credentials,
- Making back-up copies for business continuity and disaster recovery purposes,
- To engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company, and
- Other similar purposes necessary for business needs that are in compliance with federal, state, and local laws.

The categories of Personal Information, along with representative data elements, are listed in Section 3 below. We generally collect, use, and disclose Personal Information for the following purposes:

- Personal Information pertaining to job applicants, prospective employees, or contractors:
 - Recruitment and staffing, including evaluation of skills and job placement,
 - Hiring decisions, including negotiation of compensation, benefits, relocation packages, etc.,
 - Determining an individual's eligibility to work and assisting with work permits or visas,
 - Risk management, including background checks, vetting and verification, and
 - Everyday Business Purposes.
- Personal Information pertaining to current Workforce:
 - Staffing and job placement, including scheduling and absence management,
 - Administration of compensation, insurance, and benefits programs,
 - Timekeeping and expense management and other workplace administration tasks (such as asset management, providing communication and social media tools, facilitating relationships within Radnet, with our customers and others, and offering community programs),
 - Diversity programs,
 - Health and wellness programs, including offering onsite medical care and accommodating disabilities,
 - Occupational health and safety programs (including required reporting, disaster and pandemic planning, and incident management),
 - Talent and performance development, skills management and training, performance reviews (including customer surveys), engagement surveys, and recognition and reward programs,
 - Succession planning and tasks related to retention or reductions in force,
 - HR support services, such as responding to inquiries and resolving disputes,
 - Risk management, including employee and premises monitoring,
 - As requested by individuals, such as providing employment and income verification, and
 - Everyday Business Purposes.
- Personal Information pertaining to former Workforce:
 - Re-employment,
 - Administration of compensation, insurance, and benefits programs, including retiree and alumni programs,
 - As requested by individuals, such as providing employment and income verification, and
 - Everyday Business Purposes.

- Personal Information pertaining to individuals whose information is provided to Radnet in connection with our HR functions (such as family members, beneficiaries, dependents, emergency contacts, etc.):
 - Administration of compensation and benefit programs,
 - Workplace administration, such as maintenance of directories and to comply with child support orders or garnishments,
 - Legal compliance (such as in connection with required screening programs),
 - To maintain emergency contact lists and similar records, and
 - Everyday Business Purposes.

3. Specific Categories of Personal Information

The following table provides appropriate details on the categories of Personal Information collected in the preceding 12 months, the purpose(s) for such collection, categories of recipients receiving Personal Information, and retention criteria:

Category of Personal Information Collected	Representative Data Elements	Purpose for Collecting	Categories of Recipients	Retention Period or Criteria
<p>CONTACT INFORMATION We collect this type of information from:</p> <ul style="list-style-type: none"> • You • Third parties, such as companies that help us maintain the accuracy of our data and data aggregators that help us complete and enhance our records 	<p>Data elements in this category include:</p> <ul style="list-style-type: none"> • Full name, nicknames or previous names (such as maiden names) • Honorifics and titles, preferred form of address • Gender • Mailing address • Home Address • Email address (work or personal) • Telephone number (home, work) • Mobile number • Contact information for your dependents, beneficiaries • Emergency contacts (phone number) • Date of Birth 	<p>We use this type of information to:</p> <ul style="list-style-type: none"> • Manage our employment relationship with you. • Help us conduct our business more effectively and efficiently (for example, to facilitate business travel, for IT security/management, accounting purposes, or financial planning). • Investigate violations of law or breaches of our own policies. • Comply with laws and regulations or to exercise or defend our legal rights. • Notify you of offers that might be of interest to you such as opportunities to participate in wellness or other programs or to meet your state or federal legislative representatives. • For our Everyday Business Purposes 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later

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<p>RECRUITMENT INFORMATION We collect this type of information from:</p> <ul style="list-style-type: none"> • You • Third parties, such as recruiters, personal and professional reference providers, background screening providers 	<p>Data elements in this category include:</p> <ul style="list-style-type: none"> • Personal information contained in employment applications, resumes, curricula vitae, and cover letters • Personal information shared by references • References • Education, highest level of education • Personal information included in authorized credit/criminal background checks • Office of Inspector General background checks • Past employment history 	<p>We use this type of information to:</p> <ul style="list-style-type: none"> • Comply with laws and regulations or to exercise or defend our legal rights. • For our Everyday Business Purposes 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later
<p>PAYROLL INFORMATION We collect this type of information from:</p> <ul style="list-style-type: none"> • You • Third parties, such as companies that provide us with expense reimbursement and workforce management 	<p>Data elements in this category include:</p> <ul style="list-style-type: none"> • Banking and direct deposit information • Compensation • Tax forms, such as W-2, W-4, W-9, 1099 • Expense reimbursement records • Time off accruals including: vacation, sick, and personal time off balances • Payroll deductions data • Wage Garnishments 	<p>We use this type of information to:</p> <ul style="list-style-type: none"> • Manage our employment relationship with you. • Help us conduct our business more effectively and efficiently (for example, to facilitate expense reimbursement, accounting purposes, or financial planning). • Investigate violations of law or breaches of our own policies. • Comply with laws and regulations or to exercise or defend our legal rights. • For our Everyday Business Purposes 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later
<p>PROFESSIONAL INFORMATION We collect this type of information from:</p>	<p>Data elements in this category include:</p> <ul style="list-style-type: none"> • Current and previous employers and job titles 	<p>We use this type of information:</p> <ul style="list-style-type: none"> • To comply with legal and regulatory obligations 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following

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<ul style="list-style-type: none"> You Third parties, such as companies that help us maintain the accuracy of our data and data aggregators that help us complete and enhance our records 	<ul style="list-style-type: none"> Medical or relevant licensure number License agency, address, city, state, issue date, expiration date, license type, license number License/certificate Information included in an IRS 1040 form 	<ul style="list-style-type: none"> For our Everyday Business Purposes 	<ul style="list-style-type: none"> Third Parties <ul style="list-style-type: none"> Internet service providers Government entities Operating systems and platforms Data brokers or aggregators 	<ul style="list-style-type: none"> last date of employment, whichever is later
<p>ONLINE & TECHNICAL INFORMATION</p> <p>We collect this type of information from:</p> <ul style="list-style-type: none"> You and from your computer or devices when you interact with our platforms, websites and applications. For example, when you visit our websites, our server logs record your IP address and other information. Automatically, via technologies such as cookies, web beacons, when you visit our website or other websites. Third parties, including computer security services and advertising partners <p>We may also associate information with you using unique identifiers collected from your devices or browsers.</p>	<p>Data elements in this category include:</p> <ul style="list-style-type: none"> IP Address MAC Address, SSIDs or other device identifiers or persistent identifiers Online user ID Encrypted password Device characteristics (such as browser information) Web Server Logs Application Logs Browsing Data First Party Cookies Email Data 	<p>We use this type of information:</p> <ul style="list-style-type: none"> For system administration, technology management, including optimizing our websites and applications For information security and cybersecurity purposes, including detecting threats For recordkeeping, compliance, and regulatory purposes To better understand our Workforce To track and/or monitor your use of Company-issued devices (e.g., laptop, mobile telephone, and tablet) For our Everyday Business Purposes 	<ul style="list-style-type: none"> Radnet and our affiliated entities, subsidiaries, and parents Service Providers Third Parties <ul style="list-style-type: none"> Internet service providers Government entities Operating systems and platforms Data brokers or aggregators 	<ul style="list-style-type: none"> Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later

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<p>AUDIO VISUAL INFORMATION We collect this type of information from:</p> <ul style="list-style-type: none"> • You • Automatically, such as when we record calls to our call center and use CCTV cameras in our facilities 	<p>Data elements in this category include:</p> <ul style="list-style-type: none"> • Photographs • Video images • CCTV recordings • Call center recordings and call monitoring records, where applicable • Voicemails 	<p>We use this type of information:</p> <ul style="list-style-type: none"> • For internal business purposes, such as call recordings used for training, coaching or quality control • For relationship purposes, such as use of photos and videos for social media purposes • For premises security purposes and loss prevention • To comply with legal and regulatory obligations • For our Everyday Business Purposes 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later
<p>UNIQUE IDENTIFIERS We collect this type of information from:</p> <ul style="list-style-type: none"> • You, when you interact with us using your applicant number • We assign an account to you when you apply for a job or begin employment with Radnet (“Employee ID/Employee File Numbers”) • Third parties, including companies that help us conduct internal investigations • Third parties, such as consumer reporting agencies and data aggregators who conduct background screening for us 	<p>Data elements in this category include:</p> <ul style="list-style-type: none"> • Payroll ID number • Employee ID • Employee file number • System identifiers (e.g., usernames or online credentials) • Device identifier (e.g., equipment tracking) • Computer ID, user ID, IP addresses, log files, software and hardware inventory, cookies, and other information collected on assigned devices (e.g., laptop, mobile phone, and tablet) • Compliance program data, including screening records, and other record maintained to demonstrate compliance with applicable laws, state and federal healthcare exclusion laws 	<p>We use this type of information:</p> <ul style="list-style-type: none"> • To identify you or your device, including to associate you with different devices that you may use • For record-keeping and reporting, including for data matching • For metrics and analytics • To track and/or monitor your use of Company-issued devices and presence in Company facilities • For state and federal exclusion list checks • To comply with and demonstrate compliance with applicable laws • For legal matters, including litigation and regulatory matters, including for use in connection with civil, criminal, administrative, or arbitral proceedings before regulatory or self-regulatory bodies, including service of 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later

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	<ul style="list-style-type: none"> • Occupational and environmental safety records • Records relating to complaints and internal investigations, including compliance hotline reports and identifying information • Records of privacy and security incidents involving HR records, compliance records, including any security breach notifications 	<p>process, investigations in anticipation of litigation, execution or enforcement of judgments and orders</p> <ul style="list-style-type: none"> • For internal business purposes, such as risk management, audit, internal investigations, reporting, analytics • For our Everyday Business Purposes 		
<p>INFERRED AND DERIVED INFORMATION We create inferred and derived data elements by analyzing our relationship and transactional information.</p>	<p>Data elements in this category include:</p> <ul style="list-style-type: none"> • Propensities, attributes and/or scores generated by internal analytics programs and used for Workforce recruitment and engagement • Propensities, attributes and/or scores generated by internal analytics programs and used for information security and fraud purposes 	<p>We combine inferred data with other relationship information and use this type of information:</p> <ul style="list-style-type: none"> • To better understand you and to understand our Workforce generally • To design products, services and programs to support our Workforce • To identify prospective Workforce members • For internal business purposes, such as quality control, training and analytics • For our Everyday Business Purposes 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later
<p>GOVERNMENT-ISSUED IDENTIFICATION NUMBERS We collect this type of information from:</p> <ul style="list-style-type: none"> • You • Third parties, such as background and 	<p>Data elements in this category include:</p> <ul style="list-style-type: none"> • Social security number • Driver's license number • Passport number • Other government-issued identifiers (such as DEA prescriber numbers) as may 	<p>We use this type of information:</p> <ul style="list-style-type: none"> • To identify you • To maintain the integrity of our records • For background and/or employment verification, credit, and reference checks • For security and risk management, fraud 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later

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credit reporting agencies, which verify the information you provided	be needed for compliance <ul style="list-style-type: none"> • Form I-9/E-Verify documents 	prevention, and similar purposes <ul style="list-style-type: none"> • For our Everyday Business Purposes 	<ul style="list-style-type: none"> ○ Operating systems and platforms ○ Data brokers or aggregators 	
BIOMETRIC IDENTIFIERS We collect this type of information from: <ul style="list-style-type: none"> • You, when you enroll in our biometric identity program 	Data elements in this category include: <ul style="list-style-type: none"> • Biometric identifier • Mathematical representation of your biometric identifier, such as the template maintained for comparison 	We use this type of information: <ul style="list-style-type: none"> • To identify and authenticate you for facility or asset security purposes • For security and similar purposes (such as tracking access in our facilities) • For our Everyday Business Purposes 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later
RELATIONSHIP INFORMATION We collect this type of information from: <ul style="list-style-type: none"> • You • Third parties, such as companies that help us maintain the accuracy of our data and data aggregators that help us complete and enhance our records • Third parties, such as benefits providers and administrators 	Data elements in this category include: <ul style="list-style-type: none"> • Marital and family status • Benefits elections • Names and other legally-required information of beneficiaries (including address, country, email address, phone number, dates of birth, social security, relationship status) • Spousal, partner, and dependent information • Emergency contact information 	We use this type of information: <ul style="list-style-type: none"> • To provide benefits and Workforce programming • To better understand you and to understand our Workforce, generally • To identify, design, and assess products, services and programs to support our Workforce • For internal business purposes, such as diversity initiatives and employee resource groups • For recordkeeping and compliance purposes • For our Everyday Business Purposes 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later
FINANCIAL INFORMATION We collect this type of information from: <ul style="list-style-type: none"> • You • Third parties, such as payroll processors and 	Data elements in this category include: <ul style="list-style-type: none"> • Bank account number and details (if you use automated payments) • Payment card information 	We use this type of information: <ul style="list-style-type: none"> • To fulfill our business relationship with you, including processing payments, issuing refunds and collections 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later

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<p>other financial institutions</p> <ul style="list-style-type: none"> • Third parties, such as consumer reporting agencies • Third parties providing security and fraud prevention services 	<ul style="list-style-type: none"> • Tax information, tax exemptions (W4, state withholding certificates) 	<ul style="list-style-type: none"> • For recordkeeping and compliance, including dispute resolution • For internal business purposes, such as finance, audits, training, reporting and analytics • For risk management, fraud prevention and similar purpose • For our Everyday Business Purposes 	<ul style="list-style-type: none"> ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	
<p>HEALTH INFORMATION</p> <p>We collect this type of information from:</p> <ul style="list-style-type: none"> • You • Healthcare providers • Health insurance companies • Third parties that provide occupational health consulting and similar services to us <p>We may infer health information about you based on other information, including and lifestyle factors.</p>	<p>Data elements in this category include:</p> <p>Health Data Elements:</p> <ul style="list-style-type: none"> • Information needed for medical leave and workplace accommodations • Information about workplace accidents and occupational safety including radiation exposure • Health or disability accommodation requests • Name/Contact of a patient’s healthcare providers <p>Health Insurance Data:</p> <ul style="list-style-type: none"> • Health insurance elections • Insurance or other benefits account number • Information on payment for healthcare services (e.g., EOB forms, HSA statements, claims data, claims assistance records) • Health plan beneficiary names, government issued identification numbers, and contact information 	<p>We use this type of information:</p> <ul style="list-style-type: none"> • To assess and/or provide appropriate workplace accommodations • For leave of absence planning • For recordkeeping and compliance, including dispute resolution • For internal business purposes, such as finance, audits, training, meeting planning, business travel, reporting and analytics • For risk management, fraud prevention and similar purpose • For our Everyday Business Purposes 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later

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	<ul style="list-style-type: none"> • Marriage certificates/tax forms (as proof of dependents) 			
<p>CHILDREN'S INFORMATION We do not collect Personal Information directly from children under 16.</p> <p>We receive children's data when listed by parents and/or guardians as dependents or beneficiaries.</p>	<p>Data elements in this category include:</p> <ul style="list-style-type: none"> • Child's name • Child's Social Security Number • Child's date of birth • Child's address 	<p>We use this type of information:</p> <ul style="list-style-type: none"> • To enroll child in services as requested by parent and/or guardian 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later
<p>OTHER CATEGORIES We collect this type of information from:</p> <ul style="list-style-type: none"> • You • Third parties 	<p>Data elements in this category include Personal Information that may reveal a Workforce member's:</p> <ul style="list-style-type: none"> • Gender • Marital status • Sex life or sexual orientation • Racial or ethnic origin • Disability status • Veteran/Military status (dates, ranks, etc) • Immigration status • Criminal arrests and/or convictions • Contents of personal communications including email, internal messaging, or text unless Radnet is such communication's intended recipient <p>Please note: Some Personal Information included in this category may overlap with other categories.</p>	<p>We use this type of information:</p> <ul style="list-style-type: none"> • To comply with legal obligations and internal policies and programs related to diversity and anti-discrimination • For our Everyday Business Purposes 	<ul style="list-style-type: none"> • Radnet and our affiliated entities, subsidiaries, and parents • Service Providers • Third Parties <ul style="list-style-type: none"> ○ Internet service providers ○ Government entities ○ Operating systems and platforms ○ Data brokers or aggregators 	<ul style="list-style-type: none"> • Pursuant to applicable record retention schedule or 10 years following last date of employment, whichever is later

4. Selling or Sharing Personal Information

We do not sell or share Workforce Personal Information. For purposes of this Notice, “sell” refers to the disclosure, making available, or otherwise communicating Workforce Personal Information to a business or third party for monetary or other valuable consideration. Additionally, “sharing” means communicating Personal Information to a third party for cross-context behavioral advertising.

5. California Workforce’s Personal Information Rights

Based on our collection, use, and disclosure of your Personal Information, the California Privacy Law provides California residents with specific data rights subject to certain exceptions. Please note, to process such a request, Radnet must verify your request and identity.

a. Rights Provided

- i. **Right to Know:** You have the right to request that we disclose to you the categories of Personal Information collected, sources of Personal Information, the purpose(s) for collecting such Personal Information, and the third parties to whom we disclosed Personal Information for the past 12 months. You may only submit a request to know twice within a 12-month period.
- ii. **Right to Data Portability:** You may request that we disclose specific pieces of Personal Information collected. After verifying your identity, we will respond by providing your Personal Information in a readily-useable format that should allow you to transmit the information from one entity to another entity without hindrance.
- iii. **Right to Deletion:** You have the right to request deletion of Personal Information we have collected from you. However, please note we may not be required to delete your Personal Information under certain circumstances. Specifically, California Privacy Law includes exceptions that provide that we do not have to delete data that, for example, is necessary to comply with legal obligations, to detect security incidents, or for certain other internal purposes.
- iv. **Right to Correct:** You have the right to request that inaccurate Personal Information we have collected about you be corrected.
- v. **Right to Limitation:** You have the right to direct Radnet to limit the use of Sensitive Personal Information.
- vi. **Right to Opt-Out of Sale or Sharing:** You have the right to opt-out of certain of our disclosures of your Personal Information that California Privacy Law defines to be a “sale” or “sharing.” You may opt-out by making your selections here: <https://www.Radnet.com/privacy-statement>
- vii. **Right to Non-Discrimination:** You have the right under California Privacy Law not to be discriminated against for exercising any of these rights.

b. How to Exercise Rights

- i. To exercise your rights above, please submit a request by either:
 - Calling us at 800-910-6727
 - Emailing us at privacy@Radnet.com
 - Visiting <https://www.radnet.com/my-privacy-choices>

We will confirm receipt of your request within ten (10) business days. If you do not receive confirmation within the 10-day timeframe, please either call us or email us using the toll free number or email above. Please note, the law requires we verify your identity before responding to your request. If you send a rights request through a different means or mechanism, we may direct you back to one of these designated pathways;

- ii. We endeavor to substantively respond to a verifiable request within forty-five (45) days of our receipt. If we require more time (up to another 45 days), we will inform you of the reason and extension period in writing. If you have an account with us, we will deliver our written response to that account. If you do not have an account with us, we will deliver our written response by mail

or electronically, at your option. Any disclosures we provide will cover only the 12-month period preceding our receipt of your request. If we are unable to fulfill your request, our response will provide the reasons we cannot comply;

- iii. To process your request, we must be able to verify your identity to a reasonable degree of certainty. To verify your identity, you must provide the required information when calling or emailing as provided above. We will ask you to provide your contact information and additional identifiers based on your employment with us. Before we process your request, we may match these data points with a third-party identity verification service and data points we currently maintain to verify your identity and your relationship with us;
- iv. You may designate an authorized agent to assist you in exercising any of your rights stated above. When you use an authorized agent to submit a request to exercise your rights, you must provide the authorized agent with written permission to do so, and, in certain circumstances, we may ask you to verify your own identity directly with us. We may deny a request from an authorized agent that does not submit proof that they have been authorized by you to act on your behalf; and
- v. We do not charge a fee to process or respond to your verifiable request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will inform you why we made that decision and provide you with a cost estimate before completing your request.

6. Notice Revisions

We may change this Notice from time to time. If we make changes, we will notify you by revising the date at the top of this Notice. If we make material changes to this Notice, we will inform you by adding a statement to our ADP portal or by send you an email. We encourage you to review this Notice regularly to stay informed about our Workforce information practices and the choices available to you.

7. Questions or Concerns

If you have questions or concerns regarding this Notice or Radnet's information practices, please contact Radnet HR or Radnet Compliance.