

## ***Notice at Collection to Applicant Residing in California***

Petvisor Holdings, LLC and related entities (together, “Petvisor” or the “Company”) is aware of their obligations under the California Consumer Privacy Act (“CCPA”) and is committed to processing your data securely and transparently. This privacy notice sets out, in line with CCPA, the categories of data that we may collect on you as a candidate of the Company and the purposes for which the categories of Personal Information shall be used.

For purposes of this notice, “**Personal Information**” means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person that the Company collects about its applicants, who reside in California, in their capacity as applicants for positions with the Company.

### **Assistance For Disabled Applicants**

Alternative formats of this notice are available to qualified individuals with a disability. Please contact [support@petvisor.com](mailto:support@petvisor.com) for assistance.

<b><i>What personal information do we collect and use?</i></b> The categories of Personal Information we may collect, use, or process about you may include the following:	<b><i>Why do we collect your data, and how do we use it?</i></b> We need to collect your Personal Information to:
<b>Identifiers:</b> Your personal details, including your name, address, email address, phone number(s)	<ul style="list-style-type: none"><li>• To evaluate applicants’ qualifications for employment with the Company</li><li>• To communicate with applicants</li><li>• For recordkeeping purposes</li><li>• To demonstrate applicants’ agreement to, or acceptance of, documents presented to them, e.g., confidentiality, invention assignment, and arbitration agreement, acknowledgment of employment application, offer letter</li><li>• To evaluate and improve the recruiting process</li></ul>
<b>Professional or Employment-Related Information:</b> employment history evaluations, membership in professional organizations, and professional certifications	<ul style="list-style-type: none"><li>• To assess applicants’ qualifications for employment with the Company</li><li>• To communicate with applicants</li><li>• To assess and improve the recruiting process</li><li>• For diversity and inclusion purposes</li><li>• For recordkeeping purposes</li></ul>
<b>Education Information:</b> Non-public information such as academic transcripts, educational	<ul style="list-style-type: none"><li>• To evaluate applicants’ qualifications for employment with the Company</li></ul>

discipline records, and academic counseling records	<ul style="list-style-type: none"> <li>• To assess and improve the recruiting process</li> </ul>
<b>Characteristics of protected classifications under California or Federal law:</b> race, age, national origin, disability, sex, employment eligibility status, and veteran status.	<ul style="list-style-type: none"> <li>• As necessary to comply with the reporting requirements of the federal Equal Employment Opportunity Act, the federal Office of Contracting Compliance Programs (if and when applicable), California's Fair Employment and Housing Act, and for purposes of diversity analytics</li> <li>• The Company may also use this Personal Information: (a) with respect to disability and/or medical condition, as necessary, to comply with Federal and California law related to accommodation; and (b) with respect to age, incidentally to the use of birth date for identity verification</li> <li>• The Company collects this category of Personal Information on a purely voluntary basis, except where collection is required by law, and uses the information only in compliance with applicable laws and regulations</li> </ul>

### ***Other Uses and Disclosures***

We may collect, use and disclose your Personal Information for other purposes not listed in this notice. If we do so, we will inform you when we collect, use, or disclose your Personal Information and obtain your consent.

### ***Protecting Your Personal Information***

We are aware of the requirement to protect your personal information against accidental loss or disclosure, destruction, and abuse. Accordingly, we have implemented processes to guard against such. These policies and procedures are covered as part of our information security program.

Where we share your Personal Information with third parties, it is only pursuant to a legal obligation, and we provide written instructions to them to ensure that your Personal Information is held securely and in line with applicable privacy laws and regulations. Third parties must implement appropriate technical and organizational measures to ensure the security of your Personal Information. We do not sell your Personal Information.

Our privacy policy can be found at <https://petvisor.com/privacy-policy/>.

### ***Questions***

If you have any questions, please contact [support@petvisor.com](mailto:support@petvisor.com).