

## NOTICE TO CALIFORNIA EMPLOYEES

The California Consumer Privacy Act requires that we inform California employees and applicants of the categories of personal information that we collect and the business or commercial purposes for which that information will be used. That information is provided in the following table. Whether a particular category of information is collected from both employees and applicants or just employees is noted in the "Business or Commercial Purpose" column.

Categories of Personal Information Collected	Business or Commercial Purpose for which Personal Information will be Used
Name	<p><i>Employees and Applicants</i></p> <ul style="list-style-type: none"> <li>• To comply with laws, regulations, and requirements of regulators/government agencies and enforcement personnel</li> <li>• To run background checks and, for certain roles, motor vehicle records checks</li> </ul> <p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To ensure appropriate salary payment</li> <li>• To verify employment eligibility</li> <li>• To administer employee benefits program (but we don't collect signature for this purpose)</li> </ul> <p><i>Applicants</i></p> <ul style="list-style-type: none"> <li>• To assess applicants and complete the hiring process</li> </ul>
Bank account number	
Personal email address	
Personal postal address	
Personal telephone number	
Signature	
Social security number	
Copy of driver's license, which includes your license number, gender, physical characteristics, image of your face, medical information (whether corrective lenses are required) and age (40 and older, which could be calculated from date of birth), if you choose to provide it to us	<p><i>Employees and Applicants</i></p> <ul style="list-style-type: none"> <li>• To comply with laws, regulations, and requirements of regulators/government agencies and enforcement personnel</li> <li>• To run background checks and, for certain roles, motor vehicle records checks</li> </ul> <p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To verify employment eligibility</li> </ul> <p><i>Applicants</i></p> <ul style="list-style-type: none"> <li>• To assess applicants and complete the hiring process</li> </ul>
Other type of state identification card, which includes the card number, age (40 and older, which could be calculated from date of birth), and image of your face, if you choose to provide it to us	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To verify employment eligibility</li> </ul>
Copy of passport, including the passport number, age (40 and older, which could be calculated from date of birth), and image of your face, if you choose to provide it to us	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To verify employment eligibility</li> </ul>
Bank account number	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• For salary administration</li> </ul>
Insurance policy number (auto insurance)	<p><i>Employees in certain roles</i></p> <ul style="list-style-type: none"> <li>• For administration of program under which certain employees use their personal vehicles for work purposes</li> </ul>
Other financial information	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To administer employee benefit programs such as 401K plans and Health Savings Accounts</li> </ul>
Information regarding interactions with websites, including streaming sites	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To enhance productivity, minimize security risks, and maximize network performance</li> </ul>

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Geolocation data	<i>Employees in certain roles</i> <ul style="list-style-type: none"> <li>• To enhance productivity and improve safe driving performance</li> </ul>
Records of products purchased (items purchased from Apria Healthcare LLC or ApriaDirect)	<i>Employees</i> <ul style="list-style-type: none"> <li>• To administer employee discount program</li> </ul>
Medical information, including medical condition (e.g., smoking status, certain health screenings, drug tests, and physical exams, depending on employee's role)	<i>Employees and applicants</i> <ul style="list-style-type: none"> <li>• To administer drug testing programs</li> <li>• To comply with laws, regulations, and requirements of regulators/government agencies, accrediting bodies, and enforcement personnel</li> </ul> <i>Employees</i> <ul style="list-style-type: none"> <li>• To administer employee benefits program and leaves of absence</li> </ul>
Education information (e.g., formal education and on-the-job training programs)	<i>Employees</i> <ul style="list-style-type: none"> <li>• To help ensure employees carry out their responsibilities in accordance with Company policies and applicable laws and regulations</li> </ul> <i>Applicants</i> <ul style="list-style-type: none"> <li>• To evaluate applicants</li> </ul>
Employment history	<i>Employees</i> <ul style="list-style-type: none"> <li>• To consider employees for promotions</li> </ul> <i>Applicants</i> <ul style="list-style-type: none"> <li>• To evaluate applicants</li> </ul>
Professional or employment-related information	<i>Employees and applicants</i> <ul style="list-style-type: none"> <li>• To comply with laws, regulations, and requirements of regulators/government agencies and enforcement personnel</li> </ul> <i>Employees</i> <ul style="list-style-type: none"> <li>• To measure employee performance</li> </ul> <i>Applicants</i> <ul style="list-style-type: none"> <li>• To evaluate applicants</li> </ul>
Fingerprints	<i>Employees in certain roles</i> <ul style="list-style-type: none"> <li>• To complete applications for licenses and for applications to government payors for durable medical equipment supplier numbers</li> </ul>
Voice recordings, from which an identifier template, such as a faceprint, a minutiae template, or a voiceprint, can be extracted	<i>Employees in certain roles</i> <ul style="list-style-type: none"> <li>• To monitor employee performance</li> <li>• To respond to customer complaints</li> </ul>
Race, if you choose to provide it to us	<i>Employees and applicants</i> <ul style="list-style-type: none"> <li>• To comply with laws, regulations, and requirements of regulators/government agencies and enforcement personnel</li> </ul>
Sex/gender	<i>Employees</i> <ul style="list-style-type: none"> <li>• To administer benefits</li> </ul> <i>Employees and applicants</i> <ul style="list-style-type: none"> <li>• To comply with laws, regulations, and requirements of regulators/government agencies and enforcement personnel</li> </ul>

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Age (40 and older, which could be calculated from date of birth)	<p><i>Employees and applicants</i></p> <ul style="list-style-type: none"> <li>• To comply with laws, regulations, and requirements of regulators/government agencies and enforcement personnel</li> </ul> <p><i>Employees and certain applicants</i></p> <ul style="list-style-type: none"> <li>• To run background checks and, for certain roles, motor vehicle records checks</li> </ul> <p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To verify employment eligibility</li> <li>• To administer benefits</li> </ul>
Disability (mental and physical, including HIV/AIDS, cancer, and genetic characteristics), if you choose to provide it to us	<p><i>Employees and applicants</i></p> <ul style="list-style-type: none"> <li>• To comply with laws, regulations, and requirements of regulators/government agencies and enforcement personnel, including assessing/responding to accommodation requests</li> </ul>
Citizenship status	<p><i>Employees and applicants</i></p> <ul style="list-style-type: none"> <li>• To verify employment eligibility</li> </ul>
Marital status	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To comply with laws, regulations, and requirements of regulators/government agencies and enforcement personnel</li> <li>• To administer benefits</li> </ul>
Military or veteran status	<p><i>Employees and applicants</i></p> <ul style="list-style-type: none"> <li>• To comply with laws, regulations, and requirements of regulators/government agencies and enforcement personnel</li> </ul> <p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To administer benefits</li> </ul> <p><i>Applicants</i></p> <ul style="list-style-type: none"> <li>• To administer employee recruiting program</li> </ul>
Political affiliations or activities	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To solicit and administer contributions to Apria's political action committee</li> </ul>
Status as a victim of domestic violence, assault or stalking	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To administer leaves of absence</li> <li>• To assess whether additional security at a Company facility is advisable</li> </ul>
Request for family care leave	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To administer leaves of absence</li> </ul>
Request for leave for an employee's own serious health condition	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To administer leaves of absence</li> </ul>
Request for pregnancy disability leave	<p><i>Employees</i></p> <ul style="list-style-type: none"> <li>• To administer leaves of absence</li> </ul>