

California Privacy Notice

California Consumer Privacy Act

The California Consumer Privacy Act (“CCPA”) provides California residents with rights to receive certain disclosures regarding the collection, use, and sharing of information about them, as well as rights to know/access, delete, correct, and limit sharing of personal information. Certain information we collect may be exempt from the CCPA because it is covered by a specific federal privacy law, such as the Health Insurance Portability and Accountability Act. You have the right to be free from discrimination based on your exercise of your CCPA rights.

To the extent that we collect personal information that is subject to the CCPA, that information, our practices, and your rights are described below.

Right to Notice at Collection Regarding the Categories of Personal Information Collected

You have the right to receive notice of the categories of personal information we collect, and the purposes for which those categories of personal information will be used. You also have the right to know about the sources of the personal information and to whom it is disclosed, sold, or shared.

Entities to whom we disclose information for business purposes are service providers, which are companies that we engage to conduct activities on our behalf. Service providers are restricted from using personal information for any purpose that is not related to our engagement.

Entities to whom we “sell” or with whom we “share” information are third parties. Under the CCPA, a business “sells” personal information when it discloses it to a company for monetary or other benefit. A business “share” personal information when it discloses personal information to a third party for the purposes of cross-context behavioral advertising. A company may be considered a third party either because the purpose for its sharing of personal information is not for an enumerated business purpose under California law, or because its contract does not restrict it from using personal information for other purposes.

The categories we use to describe the information are those enumerated in the CCPA. We collect this personal information from the sources described in the Information We Collect section for the purposes described in the How We Use And Protect Your Information section. If you apply for a job with Encompass Health, we may collect additional information as described below.

Information Type	Collected	Disclosed to?	Sold to or Shared with?
Personal Identifiers	<ul style="list-style-type: none">Contact information (name, phone number, address)Social media handles and account informationUnique identifiers (such as those assigned in cookies)	Service Providers	Advertising partners
Health Information	<ul style="list-style-type: none">Protected health informationPhysical or mental status or ailments	Service Providers	Not sold or shared

Information Type	Collected	Disclosed to?	Sold to or Shared with?
Payment Information	<ul style="list-style-type: none"> • Payment card data • Bank account information 	Service Providers	Not sold or shared
Protected Classifications	<ul style="list-style-type: none"> • Age • Date of Birth • Gender • Race • Ethnic origin • Disability status • Sexual orientation 	Service Providers	Not sold or shared
Commercial Information	<ul style="list-style-type: none"> • Transaction information • Billing and payment records • Order history 	Service Providers	Not sold or shared
Geolocation Information	<ul style="list-style-type: none"> • Precise (e.g., via GPS) (if you grant permission) • Coarse information (e.g., ZIP code, IP address) 	Service Providers	Advertising partners
Internet or Electronic Network Activity Information	<ul style="list-style-type: none"> • IP address • Device identifier (e.g., MAC) • Advertising identifier (e.g., IDFA, AAID) • Information provided in URL string (e.g., search keywords) • Cookie or tracking pixel information • Information about your interaction with our website, app, or email correspondence 	Service Providers	Advertising partners
Audio, Electronic, Visual, Thermal, Olfactory, or Similar Information	<ul style="list-style-type: none"> • Call recording (e.g., customer service calls) • Photographs or video images in our facilities 	Service Providers	Not sold or shared
Inferences Drawn About You	<ul style="list-style-type: none"> • User profile • Interests • Preferences 	Service Providers	Not sold or shared

We do not collect Biometric information. We do not collect Professional or employment-related information or Education information, unless you apply for a job with Encompass Health, as described below.

Personal information may be disclosed in additional, more limited circumstances, as described in How We Share Your Information.

Right to Opt Out of Sale or Sharing of Personal Information to Third Parties

You have the right to opt out of any sale or sharing of your personal information by Encompass Health to third parties. To exercise your right to opt out of the sale or sharing of your personal information, please visit our “Do Not Sell My Personal Information” link at the bottom of our webpage.

Please note that your right to opt out does not apply to our sharing of personal information with service providers.

Right to Know/Access Information and to Deletion and Correction of Personal Information

You have the right to request access to personal information collected about you and information regarding the source of that information, the purposes for which we collect it, and the third parties and service providers with whom we share it. You have the right to request in certain circumstances that we delete any personal information that we have collected directly from you. You have the right to request that we correct the personal information that we have collected about you. We may have

a reason under the law why we do not have to comply with your request, or why we may comply with it in a more limited way than you anticipated. If we do, we will explain that to you in our response.

How to Submit an Access, Correction, or Deletion Request

You may submit a request to exercise your rights to know/access, correct, or delete your Personal Information through any one of these means:

- By filling out a Consumer Data Request Form available [here](#).
- By calling us at 855-266-1818.

You may authorize another individual or a business registered with the California Secretary of State, called an authorized agent, to make requests on your behalf through these means.

Verification Procedures

In order to process your request to know/access, correct, or delete Personal Information we collect, disclose, or sell, we must verify your request. We verify your identity by asking you to provide personal identifiers we can match against information we may have collected from you previously and confirm your request using the email or telephone account stated in the request.

We will not use personal information we collect in connection with verifying or responding to your request for any purpose other than responding to your request.

Special Information for Job Applicants

When you apply for a job with Encompass Health, we collect certain information about you as outlined in this Policy. Information may be collected about you in multiple ways: you may provide it to us in connection with your application; we may make observations in the application process or collect information from public information sources; or you may authorize us to collect information from other sources, such as a former employer or reference.

The following table describes our practices with regard to information submitted in the job application process. If you use our website in the job application process, additional information may be automatically collected, as described above.

Information Type	Examples of Data Collected	Disclosed to?	Sold to?
Personal Identifiers	<ul style="list-style-type: none">• Contact information (name, phone number, address)• Social media handles and account information	Service Providers	Not sold
Protected Classifications	<ul style="list-style-type: none">• Race and ethnicity• Date of Birth	Service Providers	Not sold
Geolocation Information	<ul style="list-style-type: none">• Coarse information (e.g., ZIP code, IP address)	Service Providers	Not sold
Professional or Employment-Related Information	<ul style="list-style-type: none">• Current employer• Employment history	Service Providers	Not sold
Education Information	<ul style="list-style-type: none">• Education history• Level of education	Service Providers	Not sold

In certain circumstances, you may submit your application for employment through a third-party service that displays our job posting. We do not control the privacy practices of these third-party services. Please review their privacy policies carefully prior to submitting your application materials.