

Job Applicant Privacy Notice — California

Effective on: Feb 28, 2026

Privacy Summary	
OUR CONTACT INFORMATION	
Agendia, Inc. Address: 22 Morgan, Irvine, CA 92618 Phone number: (888) 321-2732 Email address: compliance@agendia.com	
GENERAL INFORMATION	
Does Agendia collect personal information?	YES. Click here to read the full categories of personal information we collect, and how we use your personal information.
Does Agendia sell personal information?	NO
How does Agendia obtain personal information?	Click here to learn how Agendia obtains your personal information.
PRIVACY RIGHTS	
Does Agendia have a process for you to exercise your privacy rights?	YES Click here to learn how.
SECURITY	
Does Agendia protect your personal information?	YES Click here to learn more about how Agendia protects your personal information.



Introduction and Scope

Agendia, Inc. (“**Agendia**” or the “**Company**”) takes the protection of your personal information very seriously.

This Privacy Notice (the “**Notice**”) describes the personal information Company collects about you in connection with job application process, why and how Company collects and uses your personal information, and with whom Company may share it. This Notice also describes your rights under the California Consumer Privacy Act of 2018 (the “**CCPA**”).

Company adopted this Notice to comply with the CCPA. Any terms not defined in this Notice, but defined in the CCPA have the same meaning as for those terms as when those terms are used in this Notice.

If you have questions or do not understand any provision in it, please seek additional information or assistance by contacting the Compliance department (compliance@agendia.com).

This Notice describes, among other:

- [What categories of personal information the Company collects about you and for what purposes,](#)
- [How the Company obtains that information,](#)
- [With whom the Company shares your information,](#)
- [Your rights about the personal information the Company collects about you,](#)
- [How you can exercise those rights,](#)
- [How the Company protects your personal information,](#) and
- [How to contact the Company.](#)

What Is Covered by This Privacy Notice?

This Notice applies only to job applicants and candidates for employment who are residents of the State of California and from whom we collect “Personal Information” as defined in the CCPA.

What Categories of Personal Information Does Agendia Collect?

The table below lists the categories of personal information Company has collected about you in the last twelve months. Company may collect, use, or disclose your personal information for one or more of the purposes listed in the table below.

Category	Examples	Purposes
Identifiers.	<ul style="list-style-type: none"> • A name, alias • Telephone number • Postal address • Social Media Accounts • Email address 	<ul style="list-style-type: none"> • Recruiting purposes, such as conducting the recruitment process, arranging interviews, and assessments and testing
Special categories of personal information (Cal. Civ. Code §§ 1798.80–1798.84)	<ul style="list-style-type: none"> • A name, alias • Social Security number • Address • Telephone number • Education • Employment, employment history <p>Some personal information included in this category may overlap with other categories.</p>	<ul style="list-style-type: none"> • Recruiting purposes, such as conducting the recruitment process, arranging interviews, and testing, and making a decision on hiring or selection • To manage business expenses and reimbursements in connection with recruiting purposes, such as arranging in-person interviews.
Protected classification characteristics under California or federal law.	<ul style="list-style-type: none"> • Race • Medical condition, physical or mental disability • Sex (including gender, gender identity, gender expression,) • Veteran or military status. 	<ul style="list-style-type: none"> • Necessary to comply with legal obligations, including the reporting requirements of the federal Equal Employment Opportunity Act, the federal Office of Contracting Compliance Programs (applicable to government contractors), and California’s Fair Employment and Housing Act. • Certain protected classification characteristics may be collected during the job application process; however, any self-identification of such information is strictly voluntary. Some protected information may also be incidentally revealed through application materials, such as résumés or cover letters. This information is retained only as necessary to comply with applicable federal and California laws, and California’s Fair Employment and Housing Act. This information is used solely for compliance, reporting, and audit purposes, and is not used in employment decision-making.

Category	Examples	Purposes
Sensory data.	<ul style="list-style-type: none"> • Video recordings of interviews and/or presentations 	<ul style="list-style-type: none"> • Part of the interview process for teams where presentation skills and knowledge need to be assessed
Professional or employment-related information.	<ul style="list-style-type: none"> • Employment-related information, such as current or past job history • Education records • Professional certifications 	<ul style="list-style-type: none"> • Recruiting purposes, such as conducting the recruitment process, arranging interviews, and pre-employment assessment testing, and making a decision on hiring or selection based on job requirements
Non-public education information	<ul style="list-style-type: none"> • Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts. 	<ul style="list-style-type: none"> • To determine if candidate meets educational requirements specifically and as required by a role.

Company does not collect the following categories of personal information:

- Commercial information
- Biometric information
- Internet or other similar network activity
- Geolocation data.

Company will not collect additional categories of personal information without informing you.

According to the CCPA, personal information does not include, and this Notice does not address:

- Publicly available information that is lawfully made available to the public from federal, state, or local government records,
- De-identified or aggregated personal information, and
- Information excluded from the CCPA's scope, such as health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data.

How Does Agendia Obtain Your Personal Information?

Company will collect your personal information through the job application process, through interview or other forms of assessment. The Company may also collect your personal information through third parties, such as former employers, educational institutions you attended, government entities, social networks, or other information providers.

With Whom Does Agendia Share Your Personal Information?

In the last twelve months, the Company may have disclosed your personal information to third parties for business purposes. Below is a list of categories of those recipients.

- Service providers, which may provide:
 - human resources information system software and services,
 - video recording services,
 - system software and services used to manage business expenses and reimbursements,
 - application hosting services,
 - cloud storage services, or
 - background screening solutions
- State and federal entities

We do not sell your personal information to third parties.

Your Privacy Rights

You have specific rights regarding your personal information. This section describes those rights and explains [how you can exercise those rights](#).

Your Right to Know Specific Information and Data Portability

You have the right to request that the Company disclose certain information to you about our collection and use of your personal information over the past twelve months.

Once the Company receives and confirms that you or your authorized agent made the request, the Company will disclose to you:

- The categories of personal information the Company has collected about you.
- The categories of sources for the personal information that the Company collects about you.
- The business or commercial purpose for collecting that personal information.

- The categories of service providers and third parties with whom the Company shares that personal information.
- The specific pieces of personal information the Company has about you (this is also called a data portability request).
- If the Company disclosed your personal information for a business purpose, the Company will provide a list laying out the disclosures and identifying the personal information categories that each category of recipient obtained.

Your Right to Have Your Data Deleted

You have the right to request that the Company delete any of your personal information that the Company collected from you and retained. Once the Company receives the request and confirms that you or your authorized agent made the request, the Company will delete (and direct Company service providers to delete) your personal information from Company records, unless an exception applies.

Exceptions to the Right to Have your Data Deleted

The Company may deny a request to delete your personal information if it or its service providers need to retain the information to:

- a) Complete the transaction for which the personal information was collected, take actions reasonably anticipated within the context of the Company's ongoing business or employment relationship with you, or otherwise perform a contract with you.
- b) Exercise free speech, ensure the right of another California resident to exercise their free speech rights or exercise another right provided for by law.
- c) Enable solely internal uses reasonably aligned with your expectations based on your relationship with us.
- d) Comply with a legal obligation, including obligations from the California Electronic Communications Privacy Act, or
- e) Make other internal and lawful uses of that information that are compatible with the context in which you provided it.

How Can You Exercise Your Privacy Rights?

To exercise any of the rights described above, please submit a request by:

- Providing a completed form to Compliance. The form is available on the [Agendia website](#), or you may ask a Compliance team member (compliance@agendia.com) to provide the form to you, or



- Writing to Agendia at: Agendia, Inc. Attn: Compliance Department 22 Morgan, Irvine, CA 92618

Authorized agents

You may appoint an authorized agent to exercise your rights on your behalf. You should appoint such agent by written permission or a power of attorney pursuant to the California [Probate Code sections 4000 to 4465](#).

To verify that your authorized agent acts on your behalf, the Company will ask for this written permission from your agent or for the power of attorney. If you provided your authorized agent with a written permission, the Company will require that you also verify your identity.

Verification of your identity to respond to your request to know and delete

To evaluate your requests to know or delete, the Company will need to be sure that you made the request.

The Company will verify your identity by asking a few questions concerning information the Company already holds about you to confirm your identity.

The Company will use the personal information you provide only for the purpose of verifying the requestor's identity or authority to submit the request.

Please note that you may make a consumer request to know or a data portability request only twice within a 12-month period.

Response Timing and Format of Our Responses

The Company will confirm the receipt of your request as soon as possible. In that communication, the Company will describe the identity verification process (if needed) and when you should expect a response, unless the request has already been granted or denied.

Please allow up to 45 days for a reply to your request to know and your request to delete from the day the Company received your request. If the Company needs more time (up to 90 days in total), you will be informed in writing of the reason why and the extension period. The Company will send a written response by mail or electronically, at your option.

The response will cover the twelve-month period preceding the moment the Company received your request.

If the Company cannot satisfy a request, the Company will explain why in the response. For data portability requests, the Company will choose a format in which to provide your personal information that is readily useable and that should allow you to transmit the information from one entity to another entity without difficulty.



Normally, the Company will not charge a fee for processing or responding to your requests. However, the Company may charge if your request is excessive, repetitive, or manifestly unfounded. In those cases, the Company will tell you why the determination was made and provide a cost estimate before completing the request.

Non-Discrimination

The Company will not discriminate against you for exercising your CCPA rights.

How Does Agendia Protect Your Personal Information?

Agendia is strongly committed to keeping your personal information safe. Agendia has implemented and will maintain technical, administrative, and physical measures designed to protect your personal information from unauthorized processing.

Contact Us

If you have any questions or comments about this Notice, how the Company collects and uses your personal information, your choices and rights regarding such use, or wish to exercise your rights under California law, please write to the Compliance Department by email at compliance@agendia.com or by postal mail at: Agendia, Inc. Attn: Compliance Department, 22 Morgan, Irvine, CA 92618.

Changes to this Notice

If any material changes are made to this Notice, the revised Notice will be posted on Agendia's website with an updated "Effective" date. This Notice will be reviewed annually.