

CCPA Candidate Notice

RMS believes that all of our candidates should be informed about the personal information that is collected about them.

Under the California Consumer Privacy Act (“CCPA”) California residents have a right to know the categories of personal information that are processed about them as those categories are defined and articulated in the CCPA.

We process personal information for a variety of purposes relating to your potential employment. These purposes may include the ability to:

- manage recruitment;
- assess your candidacy for a role or, any future roles via “RMS Talent Connections”;
- conduct background checks;
- maintain documentation required under immigration law;
- manage candidate information including maintaining candidate records and evaluating potential employment qualifications; and
- manage and maintain security systems, facilitate access to systems, and operate as a business.

Under the CCPA some of that information is categorized as follows:

- Identifiers such as your name, postal address, employee ID number, email address, social security number, driver’s license number, passport number;
- Categories of personal information described in subdivision (e) of California Business and Professions Code Section 1798.80 such as your name, signature, photo, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number for background checks and direct deposit, and other financial information, medical information, and health insurance information;
- Characteristics of protected classifications under California or federal law;
- Geolocation data; and
- Professional or employment-related information.

For more information about how RMS collects and processes your personal information, or for additional questions about this notice, please contact the People Team at POpsTeam@rms.com.