



EMPLOYEE AND OFFICER PRIVACY NOTICE

The purpose of this Privacy Notice (“**Notice**”) is to inform employees and officers of Molina Healthcare, Inc. and its subsidiaries and affiliates (the “**Company**” or “**we**” or “**us**”) of the categories of personal information we collect and the purposes for which we use such personal information. This notice is intended to comply with all applicable laws, such as the California Consumer Privacy Act. If any provision below conflicts with a legal requirement, then the Company will comply with the applicable law.

1. Collection and Use of Personal Information for Business Purposes

The Company may collect, use, and disclose employee and officer Personal Information for business purposes only and consistent with applicable laws. Where the Company discloses Personal Information to third parties, it does so for the same business purposes described below and where appropriate, requires that such parties maintain its confidentiality and maintain appropriate systems and processes to ensure its security and protection.

We may collect and use the following categories of Personal Information about you to manage your employment:

Category of Personal Information	How we use it
Contact information: such as your name, home and work address, personal and work telephone numbers, personal and work email addresses.	We will use this information to open and maintain your employee records, communicate with you for internal business purposes or emergencies, maintain an internal employee directory and grant you access to internal systems.
Emergency contact information: such as the name, address, phone number and email address of your emergency contact(s).	We will use this information to maintain contact information for you and to use such information the case of an emergency.
Job-related information and qualifications: such as position applied for, previous job roles, education, awards, qualifications, certificates, licenses, financial relationships, compensation and salary information, eligibility for and participation in benefit schemes and award programs, and any other information you choose to provide in your resumes and/or applications as well as work anniversary information and skills and experience over the employment period.	We will use this information to assess your personal and professional development, your suitability for promotions, benefits and other awards, job moves and staff restructuring, conflict of interest reporting, and to fulfill our obligations to regulators (including demonstrating the suitability of employees for their role).

Category of Personal Information	How we use it
<p>National identification information: such as your country of birth or the country where you are a registered national or citizen, and any visa or other right to work.</p>	<p>We will use this information to determine your eligibility to work and fulfill our obligations to relevant government authorities.</p>
<p>Age and benefits information: including your date of birth, national insurance numbers, information about your pension and other welfare or benefits.</p>	<p>We will use this to maintain employment records and assess your eligibility for and/or pay you any statutory or other benefits to which you may be entitled.</p>
<p>Health and disability records: such as information relating to any disability or health condition that is relevant to your role, including the results of any pre- or post-employment physical or screening examination.</p>	<p>We will use this information to address our legal obligations to you, make any adjustments required to assist you in the performance of your role and determine whether you are fit to undertake tasks required by your job role.</p>
<p>Beneficiaries, dependents and emergency contact information: information about any beneficiaries, dependents, emergency contacts and next of kin.</p>	<p>We will use this information to maintain your employment records and contact the designated contacts in the case of an emergency.</p>
<p>Financial Information: such as your bank account details.</p>	<p>We will use this information to pay you or provide other benefits and process any expense claims.</p>
<p>Employee Stock Ownership Plan Information: such as your equity account information and records of your stock purchases.</p>	<p>We will use this information to administer the Company's Employee Stock Ownership Plan and facilitate your purchase and ownership of Company stock.</p>
<p>Travel-related records: frequent flyer numbers, itineraries, flight, train, rental car, car service, hotel or other similar information.</p>	<p>We will use this information to arrange or reimburse travel, contact you during travel, as necessary with travel service providers, or in an emergency situation.</p>
<p>Professional memberships: information about your membership of professional bodies and consultation bodies, including trade unions.</p>	<p>We will use this to assess your personal and professional development and perform our legal obligations in relation to your professional or trade membership.</p>
<p>Results of background checks and screening: such as education verification, criminal records and driver's license checks.</p>	<p>We will use this to determine your suitability for certain job roles (to the extent permitted or required by law) and determine your eligibility for certain benefits (such as a company car).</p>
<p>References: such as opinions and comments of any previous employers.</p>	<p>We will use this to determine your suitability for certain job roles and to fulfill our obligations to regulators (including demonstrating the</p>

Category of Personal Information	How we use it
	suitability of employees for their role to regulators and professional bodies).
Salary and benefits information: salary details, bonus payments, pension details, medical insurance, share scheme details, company car scheme details.	We will use this information to allocate resources and process payments of benefits, salary and any other amounts we owe you.
Performance and development records: training records, records of courses and training undertaken, performance reviews and assessments.	We will use this information for career planning and skills monitoring, assessing your suitability for promotions, job moves, and staff restructuring, providing references for future applications and fulfill our obligations to regulators (including demonstrating the suitability of employees for their role to regulators and professional bodies).
Disciplinary, capability and conduct records: details of warnings and other records relating to conduct.	We will use this information for assessing and taking action in relation to disciplinary, capability, grievance and conduct issues, maintaining your employment records, monitoring and improving our human resources procedures and processing and fulfilling our obligations to regulators.
Absence records: records relating to time away from the office, including vacation, illness and paternity/maternity leave.	We will use this information to monitor absences and sickness, make decisions relating to human resource allocation, salary and benefit changes and address other issues that may arise from absences.
Health and safety records: information relating to health and safety in the workplace, accidents and near misses.	We will use this to address our legal obligations to you in relation to health and safety in the workplace.
Information we obtain from monitoring: such as records of your use of our computer systems or the Internet, and recordings from surveillance cameras on our business premises.	We will use this to monitor your compliance with our internal policies and procedures, to investigate security breaches and misuse of computer equipment and systems, to protect the safety of employees and third parties, and to protect our property from theft, vandalism and damage.
Equal opportunities monitoring information: such as your ethnicity, religion and sexual orientation.	We will use this to conduct equal opportunity and diversity monitoring where permitted or required by law.
Information regarding your phone or mobile device: such as your mobile phone number, locational services, and mobile phone or device billing and usage records.	We will use this, in accordance with applicable policies, BYOD program requirements, and to reimburse you for use of your mobile phone or device for employment-related purposes.

Category of Personal Information	How we use it
Biometric information: such as facial recognition, fingerprint or handpunch/hand-geometry data collected by a biometric time clock.	We will use this to monitor and record your hours of work.
Information about employees who are officers of the Company: in addition to the categories of information identified above, the Company may collect from employees who are officers of the Company, information such as contact details, salary and other compensation information and performance reviews.	We will use this information to comply with our corporate, tax and regulatory reporting obligations, for performance reviews to be shared with our Board of Directors, and for other purposes consistent with the duties of your office.

2. Additional Purposes for Using Personal Information

In addition to the uses set forth above, the Company may use and share the categories of Personal Information identified:

- To comply with applicable legal and regulatory requests and obligations (including, but not limited to, checking exclusions lists and conducting investigations).
- To establish or defend legal claims and allegations.
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, violations of company policy or rules, or other misconduct.
- To seek advice from lawyers, auditors and other professional advisers.

3. Questions

If you have any questions about this Notice, or to request this Notice in another format, please contact the Company's Privacy Official at the following:

Email: CPO.Office@MolinaHealthcare.com

Mail: Molina Healthcare, Inc.
 Attn: Corporate Privacy Official
 200 Oceangate, Suite 100
 Long Beach, CA 90802