



Privacy Policy of CRAssociates, Inc.

Last updated: November 2019

CRAssociates, Inc., (hereinafter, “We”, “Us”, “CRA”, or “CRAssociates”) only collects personal information from job applicants and employees. Information We collect includes the following: name, home address, social security number, telephone number, email address, education, employment history, state license information, and background information. We receive this information directly from applicants and employees, from vendors who manage our online application portal, and from service providers who conduct background checks on applicants following the extension of a conditional offer of employment. In addition, all of the foregoing information may be shared with: (1) benefits providers, for the purpose of providing benefits to our employees; (2) our clients, for the purpose of credentialing and approving our employees to work in the clients’ facilities; and (3) service providers, who conduct background checks on applicants following the extension of a conditional offer of employment.

We do not and will not sell any personal information to any third party.

Our website is not intended for children under 16 years of age. No one under age 16 may provide any personal information to the website. We do not knowingly collect personal information from children under 16. If you are under 16, do not use or provide any information on this website or on or through any of its features to Us, including your name, address, telephone number, e-mail address or any screen name or user name you may use. If We learn that We have collected or received personal information from a child under 16, We will delete that information. If you believe We might have any information from or about a child under 16, please contact Us at privacy@crassoc.com.

We retain and use personal information and the personal data We process on behalf of our applicants and employees for as long as needed to provide services to applicants and employees, comply with our legal obligations, resolve disputes, or as required by laws in applicable jurisdictions.

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration and disclosure. Unfortunately, the transmission of information via the internet is not completely secure. Although We do our best to protect your personal information, We cannot guarantee the security of your personal information transmitted to our website. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the website.

We may modify this privacy policy from time to time. If We make material changes to how We treat our users’ personal information, We will make reasonable effort to notify you by e-mail to



the e-mail address provided by you or through a notice on the website home page. The date the privacy policy was last revised is identified at the top of the page. Any changes to the privacy policy will become effective when the updated policy is posted on the website. You are responsible for ensuring We have an up-to-date active and deliverable e-mail address for you, and for periodically visiting our website and this privacy policy to check for any changes. Your use of the website or your provision of personal information to Us following such changes indicates your acceptance of the revised privacy policy.

Important Information for California Residents

If you are a California resident, you have the right to know what personal information We collect about you, how We use that information, and to which third parties We disclose that information. To submit a verifiable consumer request to know what information We have collected about you, send an email to privacy@crassoc.com, or call 1-877-272-8960. In order to verify your identity and your request, you may be required to provide your address, telephone number, the date on which you applied for a job with CRAssociates, or other identifying information.

If you are a California resident, you have the right to request the deletion of any personal information that We have collected about you. To submit a verifiable consumer request to delete information We have collected about you, send an email to privacy@crassoc.com, or call 1-877-272-8960. In order to verify your identity and your request, you may be required to provide your address, telephone number, the date on which you applied for a job with CRAssociates, or other identifying information.

We will not discriminate against any consumer for exercising any privacy rights conferred by the California Consumer Privacy Act.

A California consumer may designate an authorized agent to submit a request to know or a request to delete on such consumer's behalf. In order to designate an agent to submit a request for you, you must provide the agent with written authorization to make a request specifically from CRA, and that written authorization must be delivered to CRA, together with the request to know or to delete. In addition, you may be required to verify your identity directly with Us in the same manner noted above, as if you had made the request to know or request to delete directly to Us without the use of an agent.

If you have any questions about this privacy policy, send an email to privacy@crassoc.com, or call 1-877-272-8960.