



PALOMAR NOTICE FOR CALIFORNIA JOB APPLICANTS

The purpose of this Notice for California Job Applicants (“Notice”) is to inform individuals who inquire about and/or apply for employment with Palomar (the “Company” or “we” or “us”) of the categories of Personal Information (as defined below) that we collect from such individuals and the purposes for which we use such Personal Information.

1. Collection and Use of Personal Information from Job Applicants

For purposes of this Notice, “Personal Information” is information that relates to an identified or identifiable person. Personal Information does not include deidentified, aggregated, or combined information (which includes data that is not reasonably capable of identifying you or being linked to you) and does not include publicly available information from government records.

We collect, use, and disclose Personal Information about job applicants for business purposes only (as described further below) and in a manner consistent with applicable laws. Where we disclose Personal Information to third parties, we do so for the same purposes described below and only after a candidate accepts an offer of employment from Palomar.

We may collect and use the following categories of Personal Information about you when you inquire about and/or apply for employment with us:

| Category of Personal Information Collected | How We Use the Personal Information |
|--|---|
| Contact Information: such as full name, email address, physical address, and phone numbers | We will use this information to contact you, set up phone calls and interviews, etc. This information is not shared with third parties while the candidate is in the application process. |
| Information Covered by the Equal Employment Opportunity Commission (EEOC): such as race, gender, ethnicity, national origin, and disability information | We collect and use EEOC information in accordance with EEOC requirements (such as to conduct equal opportunity and diversity analysis where permitted or required by law). This information is not shared with third parties while the candidate is in the application process. |
| Professional Background Information: such as previous employers, previous job titles, and years of professional experience | We use this information to determine a candidate’s suitability for the job they applied for. This information is not shared with third parties while the candidate is in the application process. |
| Education Background Information: such as degrees, dates of degrees and education, and certifications | We use this information to determine a candidate’s suitability for the job they applied for (e.g., to determine whether the education correlates with the job requirements). This information is not shared with third parties while the candidate is in the application process. |

2. Additional Purposes for Using Personal Information

In addition to the purposes identified above, we may also use and share the categories of Personal Information identified above to:

- ◆ To comply with applicable legal and regulatory requests and obligations (including investigations).
- ◆ To establish or defend legal claims and allegations.
- ◆ For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, or other misconduct.
- ◆ To seek advice from lawyers, auditors and other professional advisers.

3. No Sale of Personal Information

We have not sold your Personal Information in the preceding twelve (12) months and will not sell your Personal Information to non-affiliated third parties without your consent.

4. Questions

If you have any questions about this Notice, or to request this Notice in another format, please contact privacy@plmr.com.