

# Privacy Rights of Employees, Former Employees and Retirees – United States

California’s comprehensive privacy law grants data rights to individuals with respect to the collection, use and disclosure of their personal information. This law applies to personal information (“PI”) of California residents or households, including employees, former employees and retirees. PI is defined as information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual.

For all US consumers and US-based employees, former employees or retirees, J&J has determined that it will process their PI and requests on opt-outs, access, correction, and deletion in a manner consistent with the requirements of California’s law to the extent reasonably practical.

We use the PI, including the sensitive PI, only for business purposes related to your former employment. Those purposes may include:

- To manage the terms and conditions of your former employment, such as settlement of payment of wages/salary, the provision and administration of benefits and leaves of absence and maintenance of contact information
- To process work related claims (e.g., insurance claims)
- To maintain information regarding disciplinary action, injuries and other employment history
- To ensure compliance with company policies and regulatory and legal requirements
- To meet tax obligations
- To detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, and prosecute those responsible for that activity
- To achieve other operational purposes for which the personal information was collected that are compatible with the context in which the PI was collected

We will retain the PI, including sensitive PI, described above if necessary to fulfill the purpose for which it was collected, or as required by applicable laws or regulation.

# Privacy Rights

## Right to Know and Access

Employees, former employees and retirees have the right to request that we disclose certain information to you about our collection and use of certain PI, including sensitive PI, about you.

## Right to Correct

Employees, former employees and retirees have the right to correct inaccuracies or errors in the PI we hold about you, considering the nature of the PI and the purposes of the processing of the PI.

## Right to Delete

Employees, former employees and retirees have the right to delete your PI, subject to certain exceptions.

## Right to Opt-Out

Employees, former employees and retirees have the right to opt-out of the processing of PI for purposes of:

- **Sale of Personal Information** - Disclosing retirees' or former employees' PI to third parties for monetary or other valuable consideration.
- **Sharing of Personal Information** - Sharing of retirees' or former employees' PI to a third party for cross-context behavioral advertising for the benefit of J&J.

**Note:** As stated above, J&J does not sell or share your PI.

## Right to Non-Discrimination

Employees, former employees and retirees have the right to not receive discriminatory treatment for exercising your data rights under this document, including not to be retaliated against for exercising such rights.

## Right to Data Portability

Employees, former employees and retirees have the right to obtain their PI in a portable format and to the extent technically feasible in a structured, commonly used, machine-readable format that allows them to transmit the data to another entity without hindrance.

## Right to Limit Use and Disclosure of Sensitive PI

Sensitive PI means PI that reveals:

- Social security, driver's license, state identification card, or passport number
- Account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account
- Precise geolocation
- Racial or ethnic origin, religious or philosophical beliefs, or union membership
- The contents of mail, email, and text messages unless J&J is the intended recipient of the communication
- Genetic data
- Biometric information
- PI collected and analyzed concerning health and
- PI collected and analyzed concerning sex life or sexual orientation

**Note:** As stated above, J&J does not use or disclose sensitive PI for any purpose other than those permitted under US States laws, e.g., health benefits, payroll or tax deduction etc.

## How to Exercise your Data Subject Access Rights?

Prior to submitting a request, please bear in mind that many source systems offer users the ability to query the system and obtain reports regarding the information that has been collected. We encourage you to take advantage of these capabilities where available.

**Active employees of Johnson & Johnson** may use the [Data Subject Access Request Form](#) to exercise your privacy rights outlined in this document. To comply with your request to exercise your rights, J&J may ask you to provide certain information to help us verify your identity.

**Retirees or former employees of Johnson & Johnson** may use the [Data Subject Access Request Form](#) to exercise your privacy rights outlined in this document. To comply with your request to exercise your rights, J&J may ask you to provide certain information to help us verify your identity.

**Active employees of The Planned New Consumer Health Company** may use the [Data Subject Access Request Form](#) to exercise your privacy rights outlined in this document. To comply with your request to exercise your rights, the company may ask you to provide certain information to help us verify your identity.

**Retirees or former employees of The Planned New Consumer Health Company** may use the [Data Subject Access Request Form](#) to exercise your privacy rights outlined in this document. To comply with your request to exercise your rights, the company may ask you to provide certain information to help us verify your identity.