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**PRIVACY NOTICE
 COVID-19 Screening and the Collection of Personal Information**

At **BrightSpring / PharMerica**, we recognize that one of our greatest responsibilities is to protect the safety and security of our employees, patients, and guests. With the ongoing spread of COVID-19 (coronavirus) and the speed at which it is evolving, we are continually adapting our operations and business to mitigate health and safety risks. We are actively monitoring guidance issued by the [Centers for Disease Control and Prevention](https://www.cdc.gov) (“CDC”) for businesses and employees.

In accordance with guidance from CDC, it is important that employees and guests with COVID-19-like symptoms (i.e., fever above 100.4 AND signs/symptoms of respiratory disease) stay home and do not come to our premises or work locations, and that we separate individuals with COVID-19-like symptoms from our workforce and others. As part of our effort to protect our employees and guests, and comply with CDC guidance, **we may conduct health screenings**. However, in addition to our health and safety responsibilities, **we may have legal and ethical obligations to protect your personal privacy**, including any health-related personal information provided to us during our COVID-19 screening process.

Accordingly, this privacy notice describes how we will use, disclose, or otherwise process personal information we collect during our COVID-19 screening.

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Why are we collecting your personal information during our COVID-19 screening (i.e., what is the purpose of our personal information processing)?

- We are collecting personal information from you to address the safety of all individuals at or on our premises, work locations, or in our clients’ homes, including other employees and guests, given the ongoing COVID-19 health crisis. We will not use the information for any other purpose, such as for employee performance evaluations or reviews. The personal information will only be used as part of our response to COVID-19.

What personal information will be collected and retained as part of our COVID-19 screening?

- In addition to asking your name and Employee ID number, we will ask you to certify information relating to possible COVID-19 contacts, such as whether you have travelled to high risk areas or have had contact with persons who travelled to high risk areas. We will seek information regarding your health status (e.g. if you are experiencing flu-like symptoms such as fever, cough or breathing difficulties). We may also ask you to record your body temperature.

Who will receive or have access to personal information collected and retained as part of COVID-19 screening?

- Our intention is that your personal information will only be disclosed to individuals who have a lawful and legitimate “need to know.” For example, we share your personal information to **BrightSpring / PharMerica** employees who have a managerial, health, or security related function. All such employees have been instructed about the sensitivity of this information, and are under obligations of confidentiality.
- If you are confirmed to have COVID-19, we will inform, to the minimum extent necessary, our employees, guests, or patients/clients with whom you’ve had contact, of their possible

exposure to COVID-19, but seek to maintain your confidentiality to the greatest extent possible.

- We will also share your personal information to third-parties for whom you authorize to have access to such information (e.g., emergency contact) or to medical care providers in the event you are seeking treatment in response to a health emergency.

Will we disclose your personal information to federal or state government officials?

- We may, in limited situations, depending on the circumstances. If law enforcement, regulatory, or health officials formally request or otherwise legally demand access to the personal information collected and retained as part of our COVID-19 screening process, we may, after consultation with our legal counsel, provide them such information in order to protect others or our interests, or comply with a legal or regulatory requirement. In the event we make such a disclosure which identifies you to a law enforcement, regulatory, or health official, we will undertake reasonable measures to provide you notice of the same, unless such notification is expressly prohibited by law.

What about personal information collected online and our IT service providers?

- We may ask that you provide personal information as part of our COVID-19 screening process online. We will minimize where all personal information collected as part of our COVID-19 screening processes is retained within our internal networks and systems to limit access by third parties. In the event a third party service provider does have access to such underlying networks or systems, we will ensure they are contractually bound to written obligations of confidentiality.

Will personal information collected as part of our COVID-19 screening be transferred outside the United States?

- No, all of our data storage resources and capabilities require all of our data, including any personal information collected as part of our COVID-19 screening, to be retained in the United States. We recognize that countries outside the United States may not provide the same level of data protection and therefore we do not transfer or export any data outside the United States.

How long will your personal information be stored?

- We will only store your personal information for so long as necessary to protect our business, employees, and patients/clients during the COVID-19 crisis. Generally, this means that all personal information collected as part of our COVID-19 screening will be retained in accordance with existing records retention schedules, unless there is a specific legal demand, or government decree requiring we retain it for a longer period.

What if I do not want to participate in the screening?

- Unfortunately, because of the health emergency related to COVID-19, we may deny anyone unwilling to participate in our screening entry to our premises.

What if I have additional questions about my personal data and privacy?

- For more information on how we processes personal information, and any data privacy rights you may have, please contact either the Company's Legal Department, Privacy.Department@PharMerica.com, or Privacy@BrightSpringHealth.com.

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