



GENESIS HEALTHCARE SYSTEM POLICY AND PROCEDURE

Title: Recruitment Privacy and Text Messaging Policy
Manual: Privacy, Security and Compliance
Number: 15
Effective Date: July 13, 2026

Purpose:

Genesis HealthCare System (“Genesis”) respects the privacy of job applicants and candidates and is committed to protecting personal information collected during the recruitment and hiring process, including information used for recruitment-related text messaging communications.

Scope:

This policy applies to job applicants, candidates, and prospective employees who provide personal information to Genesis during recruitment, application, interview scheduling, hiring, or related communications.

Policy Statement:

Genesis may collect and use personal information from applicants and candidates only for legitimate recruitment and hiring purposes. Genesis does not sell, rent, or share mobile phone numbers or text messaging consent information with third parties or affiliates for marketing or promotional purposes.

Policy:

A. Information Collected

As part of recruitment activities, Genesis may collect personal information from job applicants and candidates, including contact information, employment history, qualifications, and other information voluntarily provided through Genesis application and communication platforms.

B. Text Messaging Communications

If an applicant or candidate chooses to receive text messages from Genesis regarding employment opportunities, application status updates, interview scheduling, or other recruitment-related communications, Genesis may use the individual’s mobile phone number for those purposes. Participation in text messaging is voluntary, and message and data rates may apply.

C. Information Sharing

Genesis does not sell, rent, or share mobile phone numbers or text messaging consent information with third parties or affiliates for marketing or promotional purposes. No mobile information will be shared with third parties or affiliates for marketing or promotional purposes. Information sharing with subcontractors in support services, such as customer service, recruiting technology providers, applicant tracking systems, and messaging platforms, is permitted only as necessary to support recruitment operations and provide the messaging services requested by the applicant or candidate. Text messaging originator opt-in data and consent information will not be shared with third parties except as necessary to provide the messaging services requested by the applicant or candidate.

D. Data Security

Genesis maintains administrative, technical, and physical safeguards designed to protect candidate information from unauthorized access, use, or disclosure.

References:

1. Health Insurance Portability and Accountability Act of 1996, as amended.



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Document Development:

1. Director of Corporate Integrity
2. Legal Services Department

Document Approval:

1. Director of Corporate Integrity
2. Legal Services Department
3. Human Resources Department