



Recruiting Privacy Policy

1. Purpose

Radiology Associates, LLP ("we," "us," "our") respects the privacy and confidentiality of the personal information submitted by job applicants and candidates. The purpose of this Recruiting Privacy Policy outlines how we collect, use, share, and protect personal data in compliance with the Texas Data Privacy and Security Act (TDPSA).

2. Scope

This policy applies to all personal data collected from individuals who apply for employment with Radiology Associates, LLP through any recruiting platform, website, job board, or direct submission.

3. Information We Collect

We may collect the following categories of personal data during the recruiting process:

- Identification Information: Name, address, email, phone number, date of birth
- Employment History: Resume, work experience, qualifications, references
- Education Information: Schools attended, degrees earned, transcripts
- Professional Certifications and Licenses
- Background Information: Criminal history (as permitted by law), references, drug screening results
- EEO Data (optional): Race, ethnicity, gender, veteran status, disability status (for equal opportunity compliance only)
- Technical Data: IP address, device type, browsing history on our careers site (for security and analytics)

We may collect data directly from you, third-party recruiting services, or public sources such as LinkedIn or job boards.

4. Use of Personal Data

We use your personal data solely for recruitment and employment-related purposes, including:

- Evaluating qualifications for employment
- Communicating about the application process
- Conducting interviews, assessments, and background checks
- Complying with applicable legal and regulatory obligations
- Maintaining records for future employment opportunities (with your consent)

5. Lawful Basis for Processing

We process your personal data based on one or more of the following legal bases:

- With your consent
- As necessary to enter into a potential employment relationship
- To comply with applicable laws or regulations
- For our legitimate interests in operating a professional, secure, and efficient hiring process

5. Sharing of Personal Data

We do not sell personal data. We may share your information with:

- Background check providers, with your consent
- Third-party recruiters acting on our behalf
- Government agencies or law enforcement if required by law

- Human Capital Management or Human Resources Information Systems utilized in recruitment processes or communications

All third parties are required to maintain the confidentiality and security of your data.

6. Data Security

We implement reasonable administrative, technical, and physical safeguards to protect your personal data from unauthorized access, use, or disclosure in accordance with the TDPSA.

7. Data Retention

We retain applicant data only for as long as necessary to fulfill the purposes for which it was collected, including legal, accounting, or reporting requirements. We may retain de-identified data for statistical or compliance purposes.

8. Your Rights Under the TDPSA

If you are a Texas resident, you may have the following rights regarding your personal data:

- The right to confirm whether we process your personal data
- The right to access and obtain a copy of your personal data
- The right to correct inaccuracies in your data
- The right to request deletion of your personal data (subject to exceptions)
- The right to opt out of the processing of personal data for targeted advertising, sale, or profiling

To exercise any of these rights, please contact us using the contact information below.

9. Contact Us

If you have questions about this policy or wish to exercise your rights under the TDPSA, please contact:

Radiology Associates, LLP
1812 S. Alameda
Corpus Christi, TX 78404
361-887-7000