



## Hippo CCPA/CPRA HR Privacy Notice

Last Updated: June 1, 2026

This notice describes the rights that Hippo employees and job applicants have under the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act (collectively, the “CCPA”), which include, among others, your rights relating to notice, access, correction, and deletion. This notice applies to personal information that Hippo Employee Services Inc. and its affiliates (collectively, “Hippo,” “we,” “our,” and “us”) collect about you in your capacity as an employee or job applicant.

*This notice is not a guarantee of employment. Hippo reserves the right to hire and/or promote the most qualified applicants, as determined by Hippo in its sole discretion. For employees, employment with Hippo is on an “at-will” basis, meaning that either you or Hippo may terminate your employment at any time, with or without cause or notice.*

### 1. We may collect the following categories of personal information about you.

Hippo may collect the following categories of personal information about you:

- **Identifiers.** Examples include name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.
- **Personal information described in California Civil Code Section 1798.80(e).** Examples include signature, physical characteristics or description, telephone number, insurance policy number, bank account number or other financial information, medical information, or health insurance information.
- **Characteristics of protected classifications under California or federal law.** Examples include race, age, gender, marital status, veteran or military status, and physical or mental disability.
- **Commercial information.** Examples include products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
- **Biometric information.** Examples may include physiological or behavioral characteristics that can be used to identify an individual.
- **Internet or other electronic network activity information.** Examples include an employee’s interaction with internet or intranet websites, applications, or databases, including system logs, access records, and use of company-issued devices.
- **Geolocation data.** Examples may include general location data derived from IP addresses and device-based geolocation associated with company-issued devices or applications.
- **Audio, electronic, visual, thermal, or olfactory information.** Examples may include recordings of video meetings or interviews and images captured by office security cameras.
- **Professional or employment-related information.** Examples include job application or resume information, education information, title, department, organization, certifications, reviews, disciplinary actions, compensation, benefits, and similar information.
- **Education information.** Examples include job application or resume information, schools attended, certifications obtained, and similar information.
- **Inferences.** Examples may include inferences relating to an employee’s preferences, characteristics, behavior, attitudes, abilities, and aptitudes.
- **Sensitive personal information.** Examples include social security or other government identification numbers, account log-in credentials in combination with passwords, racial or ethnic origin, demographic information, and personal information collected and analyzed concerning an employee’s health.



## **2. We collect your personal information mainly for employment and related business purposes.**

We may collect your personal information for the following purposes, among others:

- For employment, human resources, benefits administration, performance management, and related purposes;
- For our business purposes, including processing your requests, inquiries, or other communications with us;
- For the purpose of recruitment and employment consideration, including evaluating candidates for open positions;
- To process and manage transactions, payroll, and payments;
- To help maintain the safety, security, and integrity of our personnel, technology assets, premises, and business; and
- To respond to law enforcement, governmental, or other legal requests and as required by applicable law.

We may combine the personal information that we collect in order to provide these functions.

## **3. Use of artificial intelligence and automated tools.**

We or our service providers may use artificial intelligence, machine learning, large language models, and other automated tools (“AI”) to process personal information in support of our employment, human resources, recruitment, and related business operations. This may include using AI to assist with reviewing applications and resumes, scheduling, drafting communications, surfacing relevant candidates or internal records, supporting workforce analytics, and improving the quality and efficiency of our services.

To the extent we use AI to make a significant decision concerning you without human involvement, we will provide any required notice and opportunity to exercise rights afforded by applicable law. We use these technologies consistent with this notice and applicable law.

## **4. We may collect information about you from various sources, including from you and our service providers.**

We may collect personal information about you from the following sources, among others:

- Directly from you;
- From third parties, including those to whom you have previously provided information, references, prior employers, recruiters, and background check providers;
- From our service providers;
- From your interactions with our information technology resources and applications; and
- From publicly available sources, including government records.

We will not collect additional categories of personal information nor use the personal information collected for additional purposes without providing you notice.

## **5. We may disclose your personal information for human resources purposes, to comply with law, and for other purposes.**

We may disclose your personal information for the following purposes, among others:

- For employment, human resources, benefits administration, payroll, and related purposes;
- For our business purposes, including processing your requests, inquiries, or other communications with us;
- For processing job applications and offers or denials of employment;



- For purposes of recruitment;
- For verification, background check, and reference check services;
- To provide you with financial services made available to employees;
- To protect the rights of Hippo, its employees, service providers, assets, business, partners, or others; and
- To respond to law enforcement, governmental, or other legal requests and as required by applicable law.

We may disclose your personal information to our affiliates and subsidiaries, service providers and other vendors that support the purposes described in this notice, parties involved in a corporate transaction, and other parties as required or permitted by law.

#### **6. We do not sell your personal information.**

We do not sell your personal information. We do not share your personal information for cross-context behavioral advertising.

#### **7. We may retain your personal information in accordance with our legal obligations.**

Generally, we retain your personal information during the length of your employment or engagement, any period afterwards required to administer benefits or comply with retention obligations, and as otherwise required by applicable law.

#### **8. You have rights regarding your personal information, including the right to access, correct, and delete.**

You may have the following rights with respect to your personal information:

- The right to notice about our collection, use, disclosure, sale, or sharing of information about you. This notice is intended to satisfy this right.
- The right to request access to or a copy of your personal information, including the specific pieces of information that we have about you. You may submit a request through our [Portal](#) or by calling 1-800-747-3214. Where required by applicable law, we will provide the information in an easily understandable and portable format.
- The right to request that we correct your personal information. You may submit a request to correct your personal information through our [Portal](#) or by calling 1-800-747-3214.
- The right to request that we delete the personal information we have about you. You may submit a request to delete your personal information through our [Portal](#) or by calling 1-800-747-3214. Please note that specific laws may require that we retain personal information in particular circumstances.
- The right to opt out of the sale or sharing of your personal information. There is no need for you to opt out of the sale or sharing of your personal information to third parties because we do not sell your personal information nor share your personal information for cross-context behavioral advertising.
- The right to limit our use of your sensitive personal information. We use sensitive personal information only as needed to provide services, to administer the employment relationship, to comply with our legal obligations, and as otherwise required or permitted by law.
- To the extent applicable law provides rights relating to automated decision-making technology, including profiling, we will provide any required notice and opportunity to exercise those rights.
- The right to be free from retaliation for exercising your rights listed above.

You may exercise your rights by clicking the links below or calling us at 1-800-747-3214:

[Access your personal information](#)

[Correct your personal information](#)



[Delete your personal information](#)

**9. We may revise this notice.**

We may revise this privacy notice in accordance with applicable law, including by posting a revised notice on the website that hosts this notice.

**10. You may contact us.**

You may contact us by emailing your HR department at [hr@hippo.com](mailto:hr@hippo.com) or by calling 1-650-409-6874.