

NETSMART APPLICANT PRIVACY NOTICE

Effective/Last Updated: July 21, 2026

SCOPE AND PURPOSE

Netsmart Technologies, Inc. and its subsidiaries and affiliates, including Netsmart Healthcare Solutions India Private Limited (“**Netsmart**”, “**we**”, “**us**”, or “**our**”) respect your privacy and are committed to the responsible management, use, and protection of your Personal Information. This Applicant Privacy Notice (“Applicant Privacy Notice”) explains how we collect, use, disclose, and retain Personal Information about any individual (“**you**” or “**your**”) who creates an account on Netsmart’s career site or submits an application via the Netsmart Careers website.

This Applicant Privacy Notice applies to individuals who are submitting a job application(s) with Netsmart and complies with applicable global privacy laws. This Applicant Privacy Notice supplements our broader [privacy policies](#).

If an offer is extended and you accept, additional personal information will be collected in preparation for your role at Netsmart. Following acceptance of an offer, the Netsmart Associate Privacy Notice will apply to the collection and use of your personal information. To ensure that you fully understand what Personal Information is collected and how it is used, you may refer to the Netsmart Associate Privacy Notice. Please note that nothing in the Netsmart Associate Privacy Notice confers upon you the status of an employee prior to your start date.

We recommend reading this entire Applicant Privacy Notice so that you understand both our commitment to you and your privacy, and how you can participate in that commitment. However, if you want to skip to a particular section in the Applicant Privacy Notice, please refer to the table of contents below. Our privacy practices are subject to the applicable laws of the places in which we operate. You will see additional region-specific terms that only apply to those individuals located within the geographic regions as required by applicable laws.

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I. INFORMATION WE MAY COLLECT

We may collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or device (“**Personal Information**”). Personal Information does not include publicly available information, information that is de-identified, or aggregate consumer information. We may collect the following categories of Personal Information for business and work-related purposes:

Category	Examples	Collected
A. Identifiers	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, driver’s license number, passport number, national ID numbers, or other similar identifiers.	YES

Category	Examples	Collected
B. Personal information categories	A name, signature, physical characteristics or description, address, or telephone number. Some Personal Information included in this category may overlap with other categories.	YES
C. Sensitive Personal Information	Social Security Number, financial account, debit/credit card number combined with credentials, insurance policy number, precise geolocation, race, color, ancestry, national origin, citizenship, religion or creed, marital status, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), or sexual orientation.	YES
F. Internet or other similar network activity	Security logs, website access logs, account activity, session information, and application submission.	YES
I. Professional or work-related information	Current or past job history or performance evaluations.	YES
J. Non-public education information	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	YES

II. HOW WE MAY COLLECT YOUR INFORMATION

Netsmart may collect Personal Information directly from you via job applications, forms, interviews, prior employment or work-related interactions. We may also collect Personal Information from Service Providers acting on our behalf, including, but not limited to, background check providers.

III. HOW WE MAY USE YOUR INFORMATION

We do not collect or use the Personal Information you submit as a job applicant for purposes unrelated to the hiring and onboarding processes. We may use or disclose the Personal Information we collect for one or more of the following purposes:

- To present our website and its contents to you.
- To provide you with information that you request from us.
- To comply with state and federal law and regulations.
- To evaluate job applicants and candidates.
- To facilitate the job offer process.
- To obtain and verify background checks.
- To provide you with notices about your applicant account.

- To allow you to participate in interactive features on our website.
- To improve our website or services.
- To anonymize and aggregate data to perform workforce analytics, data analytics, and benchmarking.
- To fulfill a purpose as described to you when collecting your Personal Information.
- To fulfill any other purpose for which you provide it.
- For legal and compliance purposes.

We do not collect additional categories of Personal Information or use the Personal Information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

Service Providers

Netsmart may disclose Personal Information to third parties that provide services on our behalf ("Service Providers") to support the hiring process, business operations, information security, legal compliance, and other legitimate business purposes. We take steps designed to help ensure Service Providers protect Personal Information and use it only as needed to provide services to, or on behalf of, Netsmart, or as otherwise permitted by applicable law.

Categories of Services Providers we may use, applicable to this Applicant Privacy Notice, include:

- **Background Screening, Credentialing, and Compliance Providers**, which assist with work-related screening, credential verification, professional license verification, sanctions and exclusion screening, regulatory compliance, and other workforce compliance activities.
- **Information Technology, Security, and Network Administration Providers**, which support system hosting, cloud services, identity and access management, cybersecurity monitoring, endpoint protection, incident response, collaboration platforms, telecommunications, data storage, backup and recovery, and other technology services.

IV. DISCLOSURE OF PERSONAL INFORMATION

Netsmart does not sell or share your Personal Information with third parties for cross-context behavioral advertising, targeted advertising, or other marketing purpose.

As described in the **Service Providers** section above, Netsmart may disclose Personal Information to Service Providers that assist with the administration of the information technology and security operations, workforce management, legal and regulatory compliance, and other legitimate business purposes. Netsmart requires such Service Providers to protect Personal Information and to use it only for authorized purposes consistent with applicable law and contractual obligations.

In addition to disclosures to Service Providers, Netsmart may disclose Personal Information to:

- Government agencies (e.g., for compliance or legal obligations).
- Other third parties as required by law or in connection with business operations.

V. RETENTION OF PERSONAL INFORMATION

We retain Personal Information for as long as necessary to fulfill the purposes described in this Applicant Privacy Notice, unless a longer retention period is required by law, regulation, or internal policy.

If you accept a position with Netsmart, relevant portions of your Personal Information collected will be used to establish a basic personnel record. Netsmart will also collect additional Personal Information from you as part of the onboarding process. Netsmart will collect, use, and retain this Personal Information in accordance with the Netsmart Associate Privacy Notice.

VI. HOW WE PROTECT YOUR INFORMATION

Netsmart maintains administrative, technical, and physical safeguards designed to protect Personal Information from unauthorized access, use, disclosure, alteration, destruction, or loss. These safeguards are designed to protect Personal Information in a manner appropriate to the nature, sensitivity, and volume of the information processed by Netsmart.

Such safeguards may include access controls, authentication mechanisms, encryption technologies, network and endpoint security controls, monitoring and logging capabilities, incident response procedures, workforce training, third-party risk management, and other measures designed to protect the confidentiality, integrity, and availability of Personal Information and company systems.

While Netsmart employs reasonable safeguards designed to protect Personal Information, no security measure can guarantee absolute security. The safety and security of your information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our websites, you are responsible for keeping this password confidential. We ask you not to share your password with anyone. We urge you to be careful about giving out information in public areas of the websites such as message boards.

VII. YOUR RIGHTS AND CHOICES

Depending on your state and country of residence and subject to applicable legal exceptions and limitations, you may have certain privacy rights regarding the Personal Information we collect and use about you during the recruitment process. These rights may include:

Right to Access

You may request confirmation of whether we process your Personal Information and obtain a copy of the information we hold about you, including details about how it is used.

Right to Correction

You may request that we correct or update inaccurate or incomplete Personal Information relating to your application.

Right to Deletion

You may request that we delete your Personal Information, subject to certain exceptions (for example, where retention is necessary to comply with legal obligations, resolve disputes, or maintain appropriate records of the hiring process).

Right to Data Portability

Where applicable, you may request a copy of your Personal Information in a structured, commonly used, and machine-readable format, and request that we transfer it to another organization, where technically feasible.

Right to Withdraw Consent

If we rely on your consent to process your Personal Information (such as for background checks or retention for future opportunities), you may withdraw your consent at any time. Withdrawal of consent does not affect the lawfulness of processing conducted prior to withdrawal.

Right to Non-Discrimination

We will not discriminate against you for exercising any applicable privacy rights. Exercising your rights will not affect your standing as an applicant, although it may impact our ability to consider your application where the information is necessary for evaluation.

Additional Information

Please note that certain rights may be limited based on applicable law, the nature of the information, and our legal obligations. For example, we may retain certain applicant records as necessary to comply with employment, anti-discrimination, or recordkeeping requirements.

Exercising Your Privacy Rights

You may exercise your rights in a variety of ways, including by:

- Submitting a [Privacy Rights Request](#) online (including a Do Not Sell or Share My Information request)
- Calling us at (800) 842-1973 and select the Privacy Office option
- Writing to us at Netsmart Technologies, Inc., Attn: Privacy Office - 11100 Nall Ave, Overland Park, KS 66211, USA

When contacting Netsmart, and where your request requires it, we may request additional information to verify your identity and authority to submit the request. We may also require additional time to respond where permitted by applicable law. If you are dissatisfied with our response, you may have the right to pursue the appeal process described below or contact the applicable regulatory authority in your jurisdiction.

Appealing Our Decision

If Netsmart denies your privacy rights request, in whole or in part, and applicable law provides a right to appeal, you may submit an appeal using the process identified in our response to your request.

If you are dissatisfied with the outcome of an appeal, you may have the right to contact your state Attorney General, labor agency, privacy regulator, or other applicable governmental authority, depending on your jurisdiction and the nature of your request.

Authorized Agent

You may use an authorized agent when exercising your privacy rights. To do so, please have your authorized agent contact us at privacy@ntst.com, providing a signed document evidencing their authorization as your agent to operate on your behalf related to your requests. We may also ask to contact you to verify such request(s).

VIII. SUPPLEMENTAL NOTICES

United States

Applicants from California

California law (CPRA) provides job applicants who are residents of the U.S. state of California with specific privacy rights. You are entitled to receive notice about the categories of Personal Information Netsmart has, in the preceding 12 months, collected about you, and for what business purposes that information has been used, how long it is retained, and to which third parties it has been disclosed. This information is provided to you in this Applicant Privacy Notice. These rights can be exercised by using either the Data Privacy Request webform, or as described within the "Contact Information" section of this notice. Please note that Netsmart does not sell job applicant Personal Information, share your information for purposes of behavioral advertising, or re-identify de-identified Personal Information. Netsmart does not discriminate against individuals who choose to exercise their CPRA rights.

Personal Information **excluded** from the scope of the CPRA:

- Health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data.
- Personal Information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

India

Applicants from India

The Digital Personal Data Protection Act, 2023 (DPDP) provides job applicants who are residents of India with specific privacy rights. You are entitled to receive notice about the categories of Personal Information the Company has, in the preceding 12 months, collected about you, and for what business purposes that information has been used, how long it is retained, and to which third parties it has been disclosed. This information is provided to you in this notice. You have the right to file a grievance. These rights can be exercised by using either the Data Privacy Request webform, or as described within the "Contact Information" section of this notice.

You or your authorized agent may submit a request to exercise your DPDP rights through one of the methods outlined in the "Contact Information" section of this notice.

The Company may ask you for information which we consider necessary to verify your identity for security and to prevent fraud. This information may include name, contact information, and information related to your transaction or relationship with our Company, but the specific information requested may differ depending on the circumstances of your request. If you request deletion of your Personal Information, please note that we will both render certain Personal Information about you permanently

unrecoverable and also de-identify certain Personal Information.

Grievance Redressal (DPDP)

If you have any concerns or complaints regarding the processing of your Personal Information, you may contact our Privacy Officer. We are committed to addressing grievances in a timely and transparent manner, in accordance with the requirements of the DPDP Act and DPDP Rules. You may contact the Privacy Office with any of the methods outlined in the “Contact Information” section of this notice.

If you are not satisfied with the resolution provided by the Company, you have the right to submit your complaint to the Data Protection Board of India (DPBI), once it is operational. The DPBI will offer a grievance escalation portal. We will update this notice with the official access link once it becomes available.

Cross-Border Data Transfer

Your Personal Information may be transferred to the United States of America for storage and processing as part of the Company’s enterprise HR and IT systems and practices. These cross-border transfers are carried out with appropriate contractual and organizational safeguards to ensure that your Personal Information is transferred in accordance with applicable Indian data protection laws.

IX. HOW TO CONTACT US

If you wish to exercise your privacy rights:

- Submit your request online using the [Privacy Rights Request](#) form, which is also referenced within Netsmart’s [privacy notice](#).

If you have any questions about Netsmart processing your Personal Information, you can contact Netsmart’s Privacy Office using any of these methods:

- Send questions or comments to Netsmart’s Privacy Office email account at privacy@ntst.com
- Write to us at:

Netsmart Technologies, Inc.
Attn: Privacy Office
11000 Nall Ave.
Overland Park, KS 66211 USA
- Call us at (800) 842-1973 and select the Privacy Office option

X. UPDATES TO THIS PRIVACY NOTICE

We reserve the right to amend this Applicant Privacy Notice at our discretion and at any time. When we make changes to this Applicant Privacy Notice, we will post updates on the website and update the “Last Modified” date. You are responsible for regularly reviewing the Applicant Privacy Notice to stay informed of changes or modifications therein.