

Categories of PI Collected in Last 12 months	Category or Source from Which PI Collected	Business or Commercial Purpose for Collection and Use of PI	Sold or Shared to Third-Parties	Category of Third-Party to Whom PI was Sold or Shared	Purpose for Selling or Sharing PI to Third-Parties	Disclosed for a Business Purpose	Category of Third-Party to Whom PI Disclosed for a Business Purpose	Specific Purpose for Disclosing PI	How Long We Keep Your PI
Identifiers such as a real name, alias, postal address, online identifier, IP address, email address, account name, social security number, driver's license number, background check information, job application information, health information, union data, passport number or other similar identifiers	Consumer Computer operating systems	Providing services requested by consumer Marketing and promotions Personalizing Website, products, and services HR Hiring	No	None	None	Yes	Payment processor Benefits administrator Payroll company	Processing transactions Performing contractual obligations Handling information relating to sweepstakes Assist with performing benefits administration and payroll processing	Job applicants: 18 months. Employees: Personal information is retained for: (i) the duration of consumer's employment; (ii) the period of time to respond to potential legal or regulatory proceedings; (iii) the time required by applicable law. Other consumers: Personal information is retained for: (i) the duration of time necessary for the purposes for which the personal information was received or collected; (ii) the period of time to respond to potential legal or regulatory proceedings; (iii) the time required by applicable law.
Characteristics of protected classifications under California or federal law	Consumer	HR Hiring	No	None	None	No	None	None	Job applicants: 18 months. Employees: Personal information is retained for: (i) the duration of consumer's employment; (ii) the period of time to respond to potential legal or regulatory proceedings; (iii) the time required by applicable law.
Commercial information	Consumer	Providing services requested by consumer Marketing and promotions	No	None	None	Yes	Payment processor	Processing transactions Performing contractual obligations	Personal information is retained for: (i) the duration of time necessary for the purposes for which the personal information was received or collected; (ii) the period of

									time to respond to potential legal or regulatory proceedings; (iii) the time required by applicable law.
Internet or other electronic network activity information	Consumer	Improving services Personalizing Websites, products, and services	Yes	Service providers	Advertising Analytics	Yes	Analytics and advertising partners	Providing advertisements for similar products and services	For a period of 2 years.
Geolocation data	Consumer	Improving services Personalizing Websites, products, and services	No	None	None	Yes	Analytics	Consumer analysis	For a period of 2 years.
Education information	Consumer Educational institutions	HR Hiring	No	None	None	No	None	None	Job applicants: 18 months. Employees: Personal information is retained for: (i) the duration of consumer's employment; (ii) the period of time to respond to potential legal or regulatory proceedings; (iii) the time required by applicable law.

Categories of PI Collected in Last 12 months	Category or Source from Which PI Collected	Business or Commercial Purpose for Collection and Use of PI	Sold or Shared to Third Parties	Category of Third Party to Whom PI was Sold or Shared	Purpose for Selling or Sharing PI to Third Parties	Disclosed for a Business Purpose	Category of Third-Party to Whom PI Disclosed for a Business Purpose	Specific Purpose for Disclosing PI	How Long We Keep Your PI
Sensitive personal information	Consumer	HR Hiring	No	None	None	No	None	None	Job applicants: 18 months. Employees: Personal information is retained for: (i) the duration of consumer's employment; (ii) the period of time to respond to potential legal or regulatory proceedings; (iii) the time required by applicable law.
Commercial Information (such as for services or other contractual matters)	Consumer or consumer's employer	Receive services	No	No	None	No	None	None	Personal information is retained for: (i) the period of time for the services or contractual matters to be provided; ; (ii) the period of time to respond to potential legal or regulatory proceedings; (iii) the time required by applicable law.