

What if I'm a California Resident?

In accordance with the California Consumer Privacy Act of 2018 ("CCPA"), the below chart reflects the categories of personal information we have collected from California residents both online and offline during the past twelve months, the categories of sources from which the information was collected, the business or commercial purpose for which the information was collected, and the categories of third parties with whom we shared that information.

Categories of Personal Information Collected	Categories of Sources of Collection	Business/Commercial Purpose for Collection	Categories of Third Parties Receiving Personal Information
Identifiers such as real 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.	You; Third party sources; Our websites; Publicly available information.	Provide our services to you; Respond to questions; Provide you with information about our products and services; Enhance consumer experience; Detect security incidents and protect against fraud or illegal activity; Conduct hiring and/or other human resources activities; As required by applicable law or government regulation.	Affiliates; Service providers; Business partners.
Personal information categories listed in Cal. Civ. Code § 1798.80 such as name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.	You; Third party sources; Our websites; Publicly available information.	Provide our products and services to you; Respond to questions; Provide you with information about our services; Enhance consumer experience; Detect security incidents and protect against fraud or illegal activity; Conduct hiring and/or other human resources activities; As required by applicable law or government regulation.	Affiliates; Service providers; Business partners.
Protected classification characteristics under California or federal laws such as age, race, national origin, citizenship, marital status, sex, gender identity, sexual orientation, medical conditions (including pregnancy or childbirth, physical or mental disability or related medical conditions), parental status, veteran or military status.	You; Third party sources; Our websites; Publicly available information.	Provide our products and services to you; Detect security incidents and protect against fraud or illegal activity; Conduct hiring and/or other human resources activities.	Affiliates; Service providers; Business partners.
Commercial information such as records of real property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	You; Third party sources; Our websites and mobile applications.	Provide our products and services to you; Detect security incidents and protect against fraud or illegal activity.	Affiliates; Service providers; Business partners.
Internet or other similar network activities such as browsing history, search history, information on interactions with an internet website, application, or advertisement.	You; Third party sources; Our websites and mobile applications.	Provide our products and services to you; Monitor and improve our services; Detect security incidents and protect against fraud or illegal activity.	Service providers.
Geolocation data such as physical location or movements.	Our mobile applications.	Provide our products and services to you; Monitor and improve our Services.	Affiliates; Service providers.
Professional or employment-related information such as current and prior employment, performance evaluations, and results of background checks.	You; Third party sources; Publicly available information.	Provide our products and services to you; To conduct hiring and/or other human resources activities.	Affiliates; Service providers; Business partners.

<p>Inferences drawn from other Personal Information to create a profile reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitude, intelligence, ability, aptitude, and any other inferences drawn from your personal information.</p>	<p>You; Our websites and mobile applications.</p>	<p>Provide our products and services to you; Monitor and improve our services.</p>	<p>Affiliates; Service providers; Business partners.</p>
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In the past twelve months, we have not sold personal information, and we have no actual knowledge of selling the personal information of minors under 16 years of age. California residents have the right to opt out of the sale of their personal information, but we do not sell personal information.

Right to Know

California residents have the right to request that we disclose the categories and specific pieces of personal information we collected, used, and disclosed during the past twelve months, the categories of sources from which their personal information was collected, our business or commercial purposes for collecting their personal information, and the categories of third parties with whom we shared their personal information.

Right to Delete

California residents have the right to request deletion of the personal information we have collected from them.

Request Submission

California residents or their authorized agent can submit a request through [this link](#) or by calling us at 1(800) 636-7622. You will need to provide us with personal information for us to match with information we have on file in order to verify your identity and residency. The personal information that we use to verify your identity and residency will not be used for any other purpose.

Right to Non-Discrimination

California residents have the right to not receive discriminatory treatment for exercising their CCPA privacy rights. We do not discriminate against California residents who exercise their CCPA privacy rights.