



CALIFORNIA PRIVACY RIGHTS

The California Consumer Privacy Act of 2018 (CCPA) provides California residents with certain rights with respect to their personal information:

- Right to request that we disclose, no more than twice in a 12-month period:
 - o The categories and specific pieces of personal information we have collected about you.
 - o The categories and sources from which personal information is collected.
 - o The business or commercial purposes for collecting or selling personal information.
 - o The categories of third parties with whom we share personal information.

We will provide this information upon receipt of a verifiable consumer request. How we will verify your identity depends on how you've interacted with us in the past. For example, if you applied for a job, we may ask you to login to your applicant profile, or we may contact you to ask for information and check whether it matches information that we maintain about you.

The categories and sources of personal information we collect and the business or commercial purposes for collecting personal information are described in the **Information We Collect, How We Use Your Information, and Sharing or Disclosure of Your Information** sections of our [Privacy Policy](#).

- Right to request that we delete any personal information about you that we have collected from you, subject to certain exceptions. If we are required to delete your personal information, then upon receipt of a verifiable request, we will delete your personal information from our records and direct any service providers to delete your personal information from their records.
- Right to opt-out of the "sale" of your personal information to third parties, as that term is defined in the CCPA. If we identify you as a California resident, we do not and will not sell your personal information.

California residents can exercise their rights by calling us at 1-833-740-0194 or by [emailing us](#) and telling us what you would like to do. You can designate an authorized agent to make a request on your behalf. We may require you to prove your identity and that you have duly authorized an agent. We will not discriminate against you for exercising your rights.