

CCPA Data Collection

Category of Personal Information	Categories of Sources of Collection	Business or Commercial Purpose for Collection
A. Identifiers.	Third-party data vendors Business partners Employees/job applicants/independent contractors Website users Customers Website activity	To provide our products and services To improve our products and services To identify potential clients To market our products and services To provide employment, to process payroll, and administer employee benefits Employee communications Recordkeeping and reporting requirements Compliance with legal and regulatory obligations To provide employment opportunities, and conduct background and credit checks Job applicant communications Workforce planning Recruiting, hiring, and employee onboarding Implementing employee diversity and inclusion initiatives
B. Personal information categories listed in the California Customer Records	Employees/job applicants/independent contractors	To provide our products and services

<p>statute (Cal. Civ. Code § 1798.80(e)).</p>	<p>Website users</p> <p>Customers</p> <p>User requests for profile updates</p>	<p>To improve our products and services</p> <p>To identify potential clients</p> <p>To market our products and services</p> <p>To provide employment, to process payroll, and administer employee benefits</p> <p>Employee communications</p> <p>Recordkeeping and reporting requirements</p> <p>Compliance with legal and regulatory obligations</p> <p>To provide employment opportunities, and conduct background and credit checks</p> <p>Job applicant communications</p> <p>Workforce planning</p> <p>Recruiting, hiring, and employee onboarding</p>
<p>C. Protected classification characteristics under California or federal law.</p>	<p>Employees</p> <p>Job applicants</p>	<p>To provide employment opportunities, and conduct background and credit checks</p> <p>To manage and improve employee diversity efforts</p> <p>Recordkeeping and reporting requirements</p> <p>Promoting employee health and safety</p> <p>Legal and regulatory obligations</p>

		<p>Workforce planning</p> <p>Recruiting, hiring, and employee onboarding</p>
D. Commercial information.	Customers	<p>To provide our products and services</p> <p>To market our products and services</p> <p>To improve our products and services</p> <p>Research and development</p> <p>To maintain business relationship with partners</p>
E. Biometric information.	None	None
F. Internet or other similar network activity.	From Website activity	<p>To provide our products and services</p> <p>To market our products and services</p> <p>To improve our products and services</p> <p>Research and development</p> <p>To provide employment opportunities</p> <p>Recruiting, hiring, and employee onboarding</p> <p>To track employee actions for internal reports and information security purposes</p> <p>Monitoring use of Company resources</p>
G. Geolocation data.	<p>Third-party data vendors</p> <p>Mobile apps</p>	To provide our products and services

	<p>Taco Tags</p>	<p>To market our products and services</p> <p>To provide product or technical support</p> <p>To provide employment opportunities</p> <p>Recruiting, hiring, and employee onboarding</p> <p>To track employee actions for internal reports and information security purposes</p> <p>Monitoring use of Company resources</p>
<p>H. Sensory data.</p>	<p>None</p>	<p>None</p>
<p>I. Professional or employment-related information.</p>	<p>Customers</p> <p>Business partners</p> <p>Employees</p> <p>Job applicants</p>	<p>To provide our products and services</p> <p>To provide employment, to process payroll, and administer employee benefits</p> <p>Recruiting, hiring, and employee onboarding</p> <p>Employee training and career development</p> <p>Assessing employee performance</p> <p>Determining employee and prospective employee promotions, transfers, salary, awards, and bonuses</p> <p>Promoting employee health and safety</p> <p>To provide employment opportunities</p>

		<p>Recordkeeping and reporting requirements</p> <p>Workforce planning</p>
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	None	None
K. Inferences drawn from other Personal Information.	<p>From Website activity</p> <p>Business partners</p>	<p>To provide our products and services</p> <p>To market our products and services</p> <p>To provide employment opportunities</p> <p>Recruiting, hiring, and employee onboarding</p> <p>Employee training and career development</p> <p>Assessing employee performance</p> <p>Determining employee and prospective employee promotions, transfers, salary, awards, and bonuses</p> <p>Recordkeeping and reporting requirements</p> <p>Workforce planning</p>
L. Sensitive Personal Information.	<p>Customers</p> <p>Employees</p> <p>Job applicants</p>	<p>To provide our products and services</p> <p>To process orders</p> <p>To provide employment, to process payroll, and administer employee benefits</p>

		<p>Employee communications</p> <p>To provide employment opportunities, and to conduct background and credit checks</p> <p>Recordkeeping and reporting requirements</p> <p>Compliance with legal and regulatory obligations</p> <p>To manage and improve employee diversity efforts</p> <p>Employee training and career development</p> <p>Recruiting, hiring, and employee onboarding</p> <p>Job applicant communications</p> <p>Workforce planning</p> <p>Assessing employee performance</p> <p>Employee communications</p> <p>Maintaining security</p> <p>Monitoring employee compliance with internal policies and procedures, and use of our resources.</p> <p>Promoting employee health and safety</p> <p>To track employee actions for internal reports and information security purposes</p>
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In the twelve (12) months prior to the posting of this policy, we have Sold to or Shared with third parties the categories of Personal Information about California residents set forth below, and for the purposes set forth below:

Categories of Personal Information Sold or Shared	Categories of Third Party to Which Personal Information Was Sold	Reason for Selling	Categories of Third Party with Whom Personal Information Was Shared	Reason for Sharing
A. Identifiers, including: name, email address, physical address, and unique personal identifiers (including phone numbers and online identifiers collected through automatic technologies).	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services To understand our audiences For research and development	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)), including: name, email address, physical address, and phone number.	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services To understand our audiences For research and development	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services
C. Protected classification	None	None	None	None

characteristics under California or federal law.				
D. Commercial information, including: purchase histories.	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services To understand our audiences For research and development	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services
E. Biometric information.	None	None	None	None
F. Internet or other similar network activity, including: browsing history, search history, IP address, and information on a consumer's interaction with the Website.	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services To understand our audiences For research and development To provide employment opportunities	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services To provide employment opportunities
G. Geolocation data.	Our Service Providers (including cookies and analytics)	To market our products and services To understand our audiences	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services
H. Sensory data.	None	None	None	None

I. Professional or employment-related information.	Our professional service providers	To provide employment opportunities	Our professional service providers	To provide employment opportunities
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	None	None	None	None
K. Inferences drawn from other Personal Information.	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services To understand our audiences For research and development	Our Service Providers (including cookies and analytics) Our marketing agencies and service providers	To market our products and services
L. Sensitive Personal Information	None	None	None	None

Data Disclosure

In the twelve (12) months prior to the posting of this policy, we have disclosed for a business purpose the categories of Personal Information about California residents set forth below, for the reasons set forth below:

Category of Personal Information Disclosed for a Business Purpose	Category of Persons to Whom Personal Information Was Disclosed	Purpose for Disclosing for a Business Purpose
A. Identifiers, including: name, email address, physical address, unique personal identifiers (including phone numbers and online identifiers collected through automatic technologies), social security number,	Our marketing service providers Our service providers (including cookies and analytics)	To provide our products and services To market our products and services For research and development

<p>passport number, and driver's license number.</p>	<p>Our support/maintenance service providers</p>	<p>To offer and provide employment, to provide insurance and benefits, to process payroll, for background checks</p> <p>To maintain business relationships</p> <p>Employee and job applicant communications</p>
<p>B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)), including: name, social security number, physical address, telephone number, passport number, driver's license number, insurance information, financial information, health insurance information, and education, employment, and employment history information.</p>	<p>Our service providers</p> <p>Our support/maintenance service providers</p>	<p>To provide our products and services</p> <p>For research and development</p> <p>To offer and provide employment, to provide insurance and benefits, to process payroll, for background checks</p> <p>Employee and job applicant communications</p>
<p>C. Protected classification characteristics under California or federal law, including: gender, ethnicity, citizenship, military status, and disability status.</p>	<p>Our service providers</p>	<p>To offer and provide employment, to provide insurance and benefits, to process payroll, for background checks</p>
<p>D. Commercial information, including: purchase histories.</p>	<p>Our service providers (including cookies and analytics)</p> <p>Our support/maintenance service providers</p> <p>Our marketing service providers</p>	<p>To provide our products and services</p> <p>To market our products and services</p> <p>For research and development</p>

E. Biometric information.	None	None
F. Internet or other similar network activity, including: browsing history, search history, IP address, and information on a consumer's interaction with the Website.	<p>Our service providers (including cookies and analytics)</p> <p>Our support/maintenance service providers</p> <p>Our marketing agencies</p>	<p>To provide our products and services</p> <p>To market our products and services</p> <p>For research and development</p> <p>To provide employment opportunities</p>
G. Geolocation data.	<p>Our service providers (including cookies and analytics)</p> <p>Our marketing agencies</p>	<p>To provide our products and services</p> <p>To market our products and services</p> <p>For research and development</p> <p>To provide employment opportunities</p>
H. Sensory data.	None	None
I. Professional or employment-related information, including: employment history, current employment role, and employer name.	<p>Our service providers</p> <p>Our support/maintenance service providers</p> <p>Our benefits and payroll service providers and partners</p>	<p>To provide our products and services</p> <p>To offer and provide employment, to provide insurance and benefits, to process payroll, for background checks</p> <p>Employee training and career development</p>
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	None	None
K. Inferences drawn from other Personal Information, including: profiles reflecting a	Our Service Providers	To provide our products and services

<p>person's preferences, trends, and behaviors.</p>	<p>Cookies and analytics providers</p> <p>Our marketing agencies and service providers</p>	<p>To market our products and services</p> <p>For research and development</p> <p>Employee training and career development</p> <p>Employee training and career development</p>
<p>L. Sensitive Personal Information, including: social security number, driver's license number, passport number, log-in credentials, financial information, and ethnic information.</p>	<p>Our benefits and payroll service providers and partners</p> <p>Our service providers</p>	<p>To offer and provide employment, to provide insurance and benefits, to process payroll, for background checks</p> <p>Employee training and career development</p> <p>To provide our products and services</p>