

Category of Personal Information	Examples of Personal Information Collected	Categories of Sources of Personal Information Collected	Business or Commercial Purpose(s) for Which Collected or Disclosed	Categories of Third Parties to Which Personal Information is Disclosed
Identifiers	A real name, alias, postal address, unique personal identifier, social security number, driver's license number, online identifier, Internet Protocol address, email address, phone number, account name or other similar identifiers.	<p>Directly from you, for example when you apply to work for us or in your duties as our personnel, or as a customer when you fill out our forms, or from your transactions with us.</p> <p>From third party data brokers.</p> <p>From third-parties that interact with us in relation to hiring or human resources operations and in connection with the products and/or services that we provide.</p>	<p>We use this personal information for performance of our services, and for our business operations or for human resources purposes. For example:</p> <ul style="list-style-type: none"> • Providing you with the services that you request, such as by completing transactions, or providing a quote for one of our products. • Communicating with you, for example to respond to inquiries. • Helping maintain the safety, security, and integrity of our website, information systems, databases and other technology assets. • Creating, maintaining, customizing, and securing accounts with us. • Providing alerts or other messages via email and/or text messages concerning our products or services that may be of interest to you. • Testing, research, analysis, and product development, including developing and improving our website, products and services. • Identifying individuals for the administration of benefits and leave of absence programs and payroll. • Communicating with personnel. • Keeping track of records related to our relationship with personnel. • Evaluating applicants for employment. • Obtaining background checks, consumer reports, or investigative consumer reports about personnel. • Allowing personnel to clock-in and clock-out using our timekeeping system. • Allowing personnel physical access to our premises. 	<p>Vendors and other industry service providers;</p> <p>Government agencies including to support regulatory and legal requirements; and</p> <p>Affiliates.</p>

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Personal Information Categories Listed in the California Customer Records statute (Cal. Civ. Code 1798.80(e))	A 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.	See above.	We use this personal information for performance of our services and for our business operations or human resources functions. For example: <ul style="list-style-type: none"> • Providing you with the services that you request, such as by completing transactions. • Communicating with you, for example to respond to inquiries. • Identifying individuals to administer benefits and leave of absence programs and payroll. • Communicating with Personnel. • Keeping track of records related to our relationship with Personnel. • Evaluating applicants for employment. • Obtaining background checks, consumer reports, or investigative consumer reports about personnel. • Allowing personnel physical access to our premises. 	Vendors and other industry service providers; Government agencies including to support regulatory and legal requirements; and Affiliates.

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Characteristics of protected classifications under California or federal law	Age, national origin, religion, citizenship, marital status, physical or mental disability, genetic information or ancestry, sex, veteran or military status.	<p>Directly from you, for example when you apply to work for us or in your duties as our personnel.</p> <p>From third party data brokers.</p> <p>From third-parties that interact with us in relation to hiring or human resources operations.</p>	<p>We use Personnel’s personal information for our business operations or human resource functions, including:</p> <ul style="list-style-type: none"> • Tracking the eligibility of personnel to work in the United States. • Reporting to government agencies or regulators. • Provide appropriate services and benefits to personnel. 	<p>Vendors and other industry service providers;</p> <p>Government agencies including to support regulatory and legal requirements; and Affiliates.</p>

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Commercial Information	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	<p>Directly from you, for example when you fill out our forms, or from your transactions with us.</p> <p>From third party data brokers.</p> <p>From third-parties that interact with us in connection with the products and/or services that we provide.</p>	<p>We use this personal information for performance of our services and for our business operations. For example:</p> <ul style="list-style-type: none"> • Providing you with the services that you request, such as by completing transactions. • Providing you with information about our products or services that may be of interest to you. • Developing additional products or services. • Communicating with you, for example to respond to inquiries. 	<p>Vendors and other industry service providers;</p> <p>Government agencies including to support regulatory and legal requirements; and</p> <p>Affiliates.</p>
Biometric Information	<i>We do not process this category of personal information.</i>			

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Internet or other electronic network activity information	<p>Browsing history, search history, online behavior, interest data, and interactions with our and other websites, applications, systems and advertisements.</p> <p>Network traffic and other electronic or internet activity performed when acting as our personnel through our systems.</p>	<p>As the result of your use of our online services, such as our website, consumer portals or mobile applications (if any), including through the use of cookies, Web beacons, embedded scripts, and other recognition and/or tracking technologies.</p> <p>Directly from you, for example when you apply to work for us or in your duties as our personnel.</p> <p>From third-parties that interact with us in relation to hiring or human resources operations.</p>	<p>We use this personal information for performance of our services and for our business operations or human resource functions. For example:</p> <ul style="list-style-type: none"> • Providing access to our website and the information about our products and services contained therein. • Securing our website and information systems. • Providing you with information, including communications about products that may be of interest to you. • Supporting, personalizing, and improving our website, products, or services. • Facilitating personnel’s use of our information systems. • Protecting our information systems and other property from harm or damage. • Securing our information systems against attacks or misuse. • Verifying compliance with our policies, procedures, and workplace rules. 	<p>Other third parties with which you or we maintain a relationship regarding your services or products;</p> <p>Government agencies including to support regulatory and legal requirements; and Affiliates.</p>

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Geolocation data	Geographic tracking data, physical location and movements.	<p>Directly from you, for example when you use our applications or applicable services or products, such as our geolocating product registration device.</p> <p>From third-parties that interact with us in connection with the products and/or services that we provide.</p>	<p>We use this personal information for performance of our business operations. For example:</p> <ul style="list-style-type: none"> • Facilitating services provided related to remote worksite management. • Confirming identifying information associated with our products and services. 	<p>Vendors and other industry service providers;</p> <p>Government agencies including to support regulatory and legal requirements; and</p> <p>Affiliates.</p>

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Sensory Data	Images and audio, video or call recordings created in connection with our business activities	<p>Directly from you, for example when you apply to work for us or in your duties as our personnel.</p> <p>From third-parties that interact with us in relation to hiring or human resources operations.</p>	<p>We collect this information as the result of personnel’s use of other systems to facilitate the security of our offices and information systems and use it for our internal business operations.</p> <p>We may also collect this information as part of our customer service interactions.</p>	<p>Vendors and other industry service providers;</p> <p>Government agencies including to support regulatory and legal requirements; and</p> <p>Affiliates.</p>
Professional or employment-related information	<p>Business contact details in order to provide you our services at a business level, job title as well as work history and professional qualifications if you apply to work with us.</p> <p>Current and/or past employment history, payroll records, benefits records, leave documentation, or medical records</p>	<p>Directly from you, for example when you apply to work for us or in your duties as our personnel.</p> <p>From third-parties that interact with us in relation to hiring or human resources operations.</p>	<p>We use Personnel’s personal information for our business operations, including:</p> <ul style="list-style-type: none"> • Evaluating job applicants’ suitability for a job opening, • Making decisions about promotion and determinations about seniority. • Supervising personnel and their performance. • Verifying personnel’s licenses or certifications. 	<p>Vendors and other industry service providers;</p> <p>Government agencies including to support regulatory and legal requirements; and</p> <p>Affiliates.</p>

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<p>Non-public education information (as defined in the Family Educational Rights and Privacy Act (20 U.S.C. 1232g, 34 C.F.R. Part 99))</p>	<p>Student records and directory information.</p>	<p>Directly from you, for example when you apply to work for us or in your duties as our personnel.</p> <p>From third-parties that interact with us in relation to hiring or human resources operations.</p>	<p>While we may collect information about your education history directly from you for the same purpose described above, we do not otherwise collect information directly from education agencies or institutions.</p>	<p>Vendors and other industry service providers;</p> <p>Government agencies including to support regulatory and legal requirements; and</p> <p>Affiliates.</p>

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Inferences drawn from other personal information	A person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities and aptitudes.	<p>Directly from you, for example when you submit your information to us, apply to work for us, or in your duties as our personnel.</p> <p>From third party data brokers.</p> <p>From third-parties that interact with us in relation to hiring or human resources operations.</p>	<p>We use this personal information for our business operations. For example:</p> <ul style="list-style-type: none"> • Supporting, personalizing, and improving our website, products or services. • Evaluating job applicants' suitability for a job opening. 	<p>Vendors and other industry service providers;</p> <p>Government agencies including to support regulatory and legal requirements; and</p> <p>Affiliates.</p>

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Sensitive Personal Information	Personal information that reveals: a Social Security number or other government identifier; account login information or a financial account number with associated credentials; citizenship or immigration status; precise geolocation; contents of mail, email, or text messages; or genetic information. Or any of the following: collection and analysis of information that concerns a consumer's health information; collection and analysis of information that concerns a consumer's sexual orientation or sex life.	<p>Directly from you, for example when you submit your information to us, apply to work for us, or in your duties as our personnel.</p> <p>Third parties who support our services.</p> <p>Employees and job applicants who seek employment.</p> <p>Users who disclose information directly to us to receive our services.</p>	<p>We use this personal information for performance of our services, and for our business operations or human resource functions. For example:</p> <ul style="list-style-type: none"> • Providing our products and services and processing transactions. • Supporting, personalizing, improving our website, products or services. • Evaluating job applicants' suitability for a job opening. • Supporting regular human resources functions, such as identification and benefits administration. • Securing our premises and technology assets. 	<p>Vendors and other industry service providers;</p> <p>Government agencies including to support regulatory and legal requirements; and</p> <p>Affiliates.</p>