

Privacy Snapshot

The chart below provides a high-level snapshot of our privacy practices. You need to read the entire Privacy Policy for complete information.

Category	Do We Collect?	How We Collect	Primary Purposes of Processing	Key Recipients / Disclosures	Can You Limit Sharing?
Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name	Yes	When you visit or use our Services; from third-party sites and services; when you apply for a job with us	To provide our Services; improve, monitor, and personalize our Services; communicate with you; for marketing and advertising; to process your job application	Service providers	No
				Advertising partners (except for job applicants)	Yes
Characteristics of protected classifications under CA or federal law	Yes	When you apply for a job with us	To process your job application	Service providers	No
Commercial information, including but not limited to records of personal property, products or services purchased, obtained or considered or other purchasing or consuming histories or tendencies	Yes	When you visit or use our Services	To provide our Services; improve, monitor, and personalize our Services; communicate with you; for marketing and advertising	Service providers	No
				Advertising partners	Yes
Personal information categories listed in the CA Customer Records Statute (e.g., name, contact details)	Yes	When you visit or use our Services; from third-party sites and services; when you apply for a job with us	To provide our Services; improve, monitor, and personalize our Services; communicate with you; for marketing and advertising; to process your job application	Service providers	No
				Advertising partners (except for job applicants)	Yes
Biometric information	No	N/A	N/A	N/A	N/A
Internet or other electronic network activity information, including information regarding a consumer's interaction with a website	Yes	When you visit or use our Services	To provide our Services; improve, monitor, and personalize our Services; for marketing and advertising	Service providers	No
				Advertising partners	Yes
Geolocation data	Yes	When you visit or use our Services	To provide our Services; improve, monitor, and personalize our Services; for marketing and advertising	Service providers	No
				Advertising partners	Yes

Audio, electronic, visual, thermal, olfactory or similar information	No	N/A	N/A	N/A	N/A
Professional or employment-related information	Yes	When you visit or use our Services; when you apply for a job with us	To provide our Services; improve, monitor, and personalize our Services; to process your job application	Service providers	No
Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act	No	N/A	N/A	N/A	N/A
Inferences drawn from information identified to create a profile about a consumer	Yes	When you visit or use our Services; from third-party sites and services	To provide our Services; improve, monitor, and personalize our Services; for marketing and advertising	Service providers	No
				Advertising partners	Yes
Sensitive personal information (as defined in CA Civil Code 1798.140 (ae))	Yes	When you apply for a job with us	To process your job application	Service providers	No