

California Team Member Notice of Collection and Privacy Notice

Effective Date: January 1, 2023

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A. What is Personal Information?

5. Sharing Team Member Personal Information

We may also share your Personal Information with the following categories of parties:

Our [Affiliated Entities](#) who have legitimate business needs to access your Personal Information; Service providers and contractors who provide specific services on our behalf, including hosting and maintenance, legal services, training, data analytics, data storage, security and management, and administration of benefits and payroll.

Third parties (and their representatives, agents, and advisers) as necessary to exercise, establish or defend legal rights, including to enforce our agreements and policies

- *Right to Delete:* You have the right to request the deletion of your Personal Information, subject to several exceptions; and
- *Right to Opt-Out of Selling:* Right to Opt-Out: We do not sell your Personal Information. However, we are required by statute to let you know that you have the right to opt-out of the sale of your Personal Information if we ever engage in such activity. California law requires us to notify you that we have not sold your Personal Information in the prior twelve months. We do not share your sensitive personal information to infer characteristics about you.
- *Right to Limit:* You have the right to limit how your sensitive personal information is disclosed or shared with third parties, as defined in the CPRA.
- *Right against Discrimination:* You have the right not to be unlawfully discriminated against for exercising these rights.

Only you, or someone legally authorized to act on your behalf, may make a verifiable consumer request related to your Personal Information. The verifiable consumer request must:

- Provide sufficient information that allows us to reasonably verify that you are the person about whom we collected Personal Information or an authorized representative.
- Describe your request in sufficient detail to properly understand, evaluate, and respond to it.

We can only respond to your request or provide you with Personal Information if we verify your identity or authority to make the request and confirm that the Personal Information relates to you. We will only use Personal information provided in a verifiable consumer request to verify the requestor's identity or authority to make the request.

B. California Shine the Light Law:

We do not share Personal Information with third parties for third-party direct marketing purposes. Cal. Civ. Code §1798.83(d).

C. Automated Decision Making

We do not use automated decision-

