

| Category of personal information  | Did we collect? If so, from what source?  | Did we sell? If so, to whom and for what purpose?  | Did we share? If so, to whom and for what purpose?   | Did we disclose? If so, to whom and for what purpose?   |
|---|---|--|--|---|
| <i>Personal Information</i>   |   |  |  |   |
| <b>Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.</b> Specifically: first and last names; aliases; personal email address; personal phone number; personal address; photograph; passport number; Social Security number; driver’s license; last 4 digits of Tax ID. | <ul style="list-style-type: none"><li>• Directly from you (e.g., through your use of the site or through SharePoint Form App)</li><li>• Indirectly (e.g., from recruiting agencies)</li></ul> | Yes, we may have “sold” this category of personal information to advertising business partners for the purposes of supporting our advertising efforts. | Yes, we may have “shared” this category of personal information to advertising business partners for the purposes of supporting our advertising efforts. | To various service providers, such as: <ul style="list-style-type: none"><li>• Recruiting agencies for recruiting-related purposes</li><li>• Payroll providers, benefits providers, banks and payment processing service providers, documents processing and storage services providers, travel agencies, expense reimbursement service providers for HR purposes</li><li>• Benefits and insurance providers for HR and insurance purposes</li><li>• IT security companies, network monitoring companies, for security,</li></ul> |

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|---|---|---|--|---|
|   |   |   |  | investigation, and enforcement purposes   |
|   |   |   |  | <ul style="list-style-type: none"><li>• Business analysts for analytics purposes</li><li>• Building management and security services providers for security and access control purposes</li></ul>   |
|   |   |   |  | To corporate partners, for corporate transaction purposes   |
|   |   |   |  | To government agencies for HR, insurance, and regulatory purposes   |
| <b>Any information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, his or her 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,</b> | <ul style="list-style-type: none"><li>• Directly from you (e.g., through your use of the site or through SharePoint Form App)</li><li>• Indirectly (e.g., from recruiting agencies)</li></ul> | No.   | No.  | To various service providers, such as: <ul style="list-style-type: none"><li>• Recruiting agencies for recruiting-related purposes</li><li>• Payroll providers, benefits providers, banks and payment processing service providers,</li></ul> |

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| <b>employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information, but excluding publicly available information that is lawfully made available to the general public from federal, state, or local government records. (The categories of personal information described in the California Customer Records Act (Cal. Civ. Code § 1798.80(e))</b> Specifically: first and last names; aliases; personal email address; personal phone number; personal address; links to personal and professional social media profiles; diversity information (ethnicity, gender, sexual orientation, disability); passport number; Social Security number; driver’s license; signature; car details (make, model, license plate #); photograph; last 4 digits of Tax ID; medical information. |  |   |  | <p>documents processing and storage services providers, travel agencies, expense reimbursement service providers for HR purposes</p> <ul style="list-style-type: none"><li>• Benefits and insurance providers for HR and insurance purposes</li><li>• Business analysts for analytics purposes</li><li>• Building management and security services providers for security and access control purposes</li></ul> <p>To corporate partners, for corporate transaction purposes</p> <p>To government agencies for HR, insurance, and regulatory purposes</p> |
| <b>Characteristics of protected classifications under California or federal law.</b> Specifically:  | Directly from you                        | No.   | No.  | To various service providers, such as:  |

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| diversity information (ethnicity, gender, sexual orientation, disability); EEO-1 Category designation; California Pay Equity Category designation.  |   |   |   | <ul style="list-style-type: none"><li>• Benefits and insurance providers for HR and insurance purposes</li><li>• Building management and security services providers for security and access control purposes</li></ul> To corporate partners, for corporate transaction purposes<br><br>To government agencies for HR, insurance, and regulatory purposes |
| <b>Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.</b> Specifically: name; shipping address; credit card details; order history. | Directly from you   | No.   | No.   | To payment processing and delivery services providers for purposes of using our websites   |
| <b>Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer’s</b>   | Indirectly from consumers and job applicants (through the website), and indirectly from employees | Yes, we may have “sold” this category of personal | Yes, we may have “shared” this category of personal | To various service providers (such as IT security companies, network monitoring companies, etc.) for security purposes   |

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| <b>interaction with an internet website application, or advertisement.</b> Specifically: the length of time you visit our Site and use our Services; and the referring URL, or the webpage that led you to our Site; domain name; IP address; browser type and version; device manufacturer and model; operating system and platform (Windows or Macintosh); network information; service provider; apps installed on device; screen resolution; language; pages visited; page response times; duration of visit; date and time stamps of actions; download errors; App usage data; information and files downloaded to the App based on your device number; information about your interaction with our sites; name and version of the sites visited; information collected through cookies, pixel tags, and other similar technologies. | (through their activity on the company network or usage of company devices)  | information to advertising business partners for the purposes of supporting our advertising efforts. | information to advertising business partners for the purposes of supporting our advertising efforts. | <p>Regarding the activity of consumers to certain marketing service providers for consumer marketing purposes</p> <p>To corporate partners, for corporate transaction purposes</p> <p>To government agencies for HR, insurance, and regulatory purposes</p> |
| <b>Geolocation data.</b> Specifically: access card number; badge number; IP address.  | Indirectly from consumers (through the website), and indirectly from employees (through their access card and/or badge number) | Yes, we may have “sold” this category of personal information to advertising                         | Yes, we may have “shared” this category of personal information to advertising                       | <p>To various service providers, such as:</p> <ul style="list-style-type: none"><li>• Building management and security services providers</li></ul>   |

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|   |  | business partners for the purposes of supporting our advertising efforts. | business partners for the purposes of supporting our advertising efforts. | for security and access control purposes <ul style="list-style-type: none"> <li>Regarding the activity of consumers, to certain marketing service providers for consumer marketing purposes</li> </ul>  |
| <b>Audio, electronic, visual, thermal, olfactory, or similar information.</b> Specifically: photographs.  | Directly from employees at work  | No.   | No.   | To various service providers, such as: <ul style="list-style-type: none"> <li>Building management and security services providers for security and access control purposes</li> <li>Marketing services providers for client marketing purposes</li> </ul> To corporate partners, for corporate transaction purposes |
| <b>Professional or Employment-related information.</b> Specifically: first and last name; home address; Social Security number; hire/rehire date; date of birth; personal and | <ul style="list-style-type: none"> <li>Directly from you (e.g., through your use of the site or</li> </ul> | No.   | No.   | To various service providers, such as: <ul style="list-style-type: none"> <li>Payroll providers, benefits providers, banks and</li> </ul>   |

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| work email addresses; personal and work phone numbers; worksite location; compensation details; job details (title, manager, start date / end date, worker category, department); ADP File #; ADP Position ID; temp assignment details (role, start date, end date, work schedule); employment history; educational history; criminal history; desired salary (for applicants); volunteer work; certifications; hobbies; location preference; Self-ID questions (ethnicity, gender, sexual orientation, disability); date of birth; gender; marital status; shirt size; emergency contact information; EEO-1 Category designation; California Pay Equity Category designation; disability designation; accommodations requested; military status; signature; eligibility to work in US; visa sponsorship requirements; I-9 form and supporting documentation (passport, Social Security card, driver's license, etc.); direct deposit details; voided picture of a check; federal and state tax forms; payroll details; income details; hourly wage details; amount of equity awards; bank account details; identity | <p>through SharePoint Form App)</p> <ul style="list-style-type: none"> <li>Indirectly (e.g., from recruiting agencies)</li> </ul> |   |  | <p>payment processing service providers, documents processing and storage services providers, travel agencies, expense reimbursement service providers for HR purposes</p> <ul style="list-style-type: none"> <li>Benefits and insurance providers for HR and insurance purposes</li> <li>Business analysts for analytics purposes</li> <li>Building management and security services providers for security and access control purposes</li> <li>Marketing services providers for clients marketing purposes</li> </ul> <p>To corporate partners, for corporate transaction purposes</p> <p>To government agencies for HR,</p> |

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| verification details; credit card details; frequent traveler numbers; car details (make, model, license plate #); access card number; badge number; date of last medical exam; doctor’s name; work restrictions; necessary accommodations; list of symptoms; limited treatment details; health and insurance plan details (category, type, provider, plan name); coverage level, coverage level amount (GTL, STD, LTD, CI, Vol.Life/AD&D); employee cost; employer cost; dependent’s name, date of birth, last 4 of SSN, and plan enrollments; marriage certificate; birth certificate; performance evaluation; separation details; final pay details; severance details; termination details; IT access termination date. |  |   |  | insurance, and regulatory purposes  |
| <b>Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).</b> Specifically: resume; education history.  | Directly from you (e.g., through your use of the site or through the SharePoint Form App)Indirectly (e.g., from recruiting agencies) | No.   | No.  | To various service providers, such as: <ul style="list-style-type: none"><li>Document processors and storing services companies for HR purposes</li></ul> |



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|   |  |   |  | <ul style="list-style-type: none"><li>Professional profile service providers for HR and client marketing purposes</li><li>Business analysts for analytics purposes</li></ul> To corporate partners, for corporate transaction purposes |
| <b>Inferences drawn from any of the information identified in this subdivision to create a profile about a consumer reflecting the consumer’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.</b> Specifically: consumer’s preferences, characteristics, predispositions, behavior. | Directly from registered users           | No.   | No.  | To service providers to receive services from them.  |
| <b><i>Sensitive Personal Information</i></b>  |  |   |  |  |
| <b>A consumer’s account log-in, financial account, debit card, or credit card number in combination with any required security</b>  | Directly from registered users           | No.   | No.  | To service providers to receive services from them.  |

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| <b>or access code, password, or credentials allowing access to an account.</b> Specifically: consumer’s account log-in to Atkins Site in combination with its password. |  |   |  |   |
| <b>A consumer’s social security, driver’s license, state identification card, or passport number</b> Specifically: social security; driver’s license; passport number.  | Directly from you  | No.   | No.  | To government agencies for regulatory purposes  |
| <b>A consumer’s precise geolocation.</b> Specifically, access card number; badge number.  | Indirectly from consumers (through the website), and indirectly from employees (through their access card and/or badge number) | No.   | No.  | To various service providers, such as: <ul style="list-style-type: none"><li>• Building management and security services providers for security and access control purposes</li><li>• Regarding the activity of consumers, to certain marketing service providers for consumer marketing purposes</li></ul> |
| <b>A consumer’s account log-in, in combination with any required security or</b>  | Directly from you  | No.   | No.  | To various service providers (such as IT security companies, network monitoring companies,  |

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| access code, password, or credentials allowing access to an account   |   |   |  | etc.) for security purposes<br><br>Regarding the activity of consumers to certain marketing service providers for consumer marketing purposes<br><br>To corporate partners, for corporate transaction purposes |
| <b>A consumer’s racial or ethnic origin, citizenship or immigration status, religious or philosophical beliefs, or union membership.</b> Specifically: diversity information (ethnicity, gender, sexual orientation, disability); EEO-1 Category designation; California Pay Equity Category designation. | Directly from you   | No.   | No.  | To corporate partners, for corporate transaction purposes<br><br>To government agencies for HR, insurance, and regulatory purposes   |
| <b>The contents of a consumer’s mail, email, and text messages unless the business is the intended recipient of the communication.</b> Specifically: private communications to and from employees’ work email addresses and work phones, or on company network.   | Indirectly from employees (through company network activity and use of company devices) | No.   | No.  | To various service providers (such as IT security companies, network monitoring companies, etc.) for security purposes   |

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| <b>Personal information collected and analyzed concerning a consumer’s health.</b> Specifically: date of last medical exam; doctor’s name; work restrictions; necessary accommodations; list of symptoms; limited treatment details; individual health conditions, treatment, diseases, or diagnosis; bodily functions, vital signs, symptoms, or measurements of other types of consumer health data; and other information that may be processed to derive or infer data. | Directly from employees and indirectly from employee doctors; and directly from registered users. | No.   | No.  | <p>To various service providers, such as:</p> <ul style="list-style-type: none"><li>• Travel agencies for HR purposes</li><li>• Benefits and insurance providers for HR and insurance purposes</li><li>• Building management and security services providers for security and access control purposes</li></ul> <p>To government agencies for HR, insurance, and regulatory purposes</p> |
| <b>Personal information collected and analyzed concerning a consumer’s sex life or sexual orientation.</b> Specifically: diversity information (ethnicity, gender, sexual orientation, disability).   | Directly from you   | No.   | No.  | To government agencies for HR, insurance, and regulatory purposes  |