

CALIFORNIA RESIDENTS

If you are a California resident, we are required to tell you certain things about your Personal Information and your rights regarding your Personal Information. First, let us tell you more about how your Personal Information (“PI”) is collected, used, and shared:

Categories of PI Collected in Last 12 Months	Category of Source from Which PI Collected	Business or Commercial Purpose for Collection and Use of PI	Sold or Shared to Third-Parties	Category of Third-Party to Whom PI was Sold or Shared	Purpose for Selling or Sharing PI to Third-Parties	Disclosed for a Business Purpose	Category of Third-Party to Whom PI Disclosed for a Business Purpose	Specific Purpose for Disclosing PI	How Long We Keep Your PI
Identifiers such as a real name, alias, postal address, online identifier, IP address, email address, account name, social security number, driver's license number, background check information, job application information, health information, union data, passport number or other similar identifiers.	Consumer Job References Applicants Educational Institutions Background Check Agencies Consumer Devices	Recruiting HR Educational Services Hiring	Yes	Marketing Agency	Recruiting	Yes	Marketing Agency Benefits administrator Payroll company Background check agencies Educational Institutions	Provide Services Assist with performing benefits administration, payroll processing, and other HR functions Hiring	The personal information of enrolled students is retained permanently or as long as allowed by law. Records of job applicants and/or employees and others are retained for : (i)the duration of employment; (ii) the period of time to evaluate job applicants; (iii) the period of time to respond to potential legal or regulatory proceedings; or (iv) the time allowed by applicable law.
Characteristics of protected classifications under California or federal law (such as race, sex, and other similar characteristics)	Consumer	Federal and state reporting requirements	No	None	None	No	Government agencies	Federal and state reporting requirements	The personal information of enrolled students is retained permanently or as long as allowed by law. Records of job applicants and/or employees and others are retained for : (i)the duration of employment; (ii) the period of time to evaluate job applicants; (iii) the period of time to respond to potential legal or regulatory proceedings; or (iv) the time allowed by applicable law.
Customer Record Information (such as name, signature, social security number, physical description, address, telephone number, DL	Consumer	Provide Services	No	None	None	Yes	Insurers	Provide Services	The personal information of enrolled students is retained permanently or as long as allowed by law. Records of job applicants and/or employees and others are retained for : (i)the duration of employment; (ii) the period of time to evaluate job applicants; (iii) the period of time to respond to potential legal or regulatory proceedings; or (iv) the time allowed by applicable law.

number, insurance policy number, bank account or credit/debit card number, other financial information, medical information, health insurance information)									
Commercial information (such as records of products purchased or considered)	Consumer	Provide services	No	None	None	No	Suppliers	Provide services	The personal information of enrolled students is retained permanently or as long as allowed by law. Records of job applicants and/or employees and others are retained for : (i)the duration of employment; (ii) the period of time to evaluate job applicants; (iii) the period of time to respond to potential legal or regulatory proceedings; or (iv) the time allowed by applicable law.
Internet or other electronic network activity information	Consumer Consumer Devices	Improving Services	No	None	None	No	None	None	For a period of one (1) year
Professional or employment-related information (such as professional licenses or designations, employment history)	Consumer Job References	HR Hiring	No	None	None	No	None	None	The personal information of enrolled students is retained permanently or as long as allowed by law. Records of job applicants and/or employees are retained for : (i)the duration of employment; (ii) the period of time to evaluate job applicants; (iii) the period of time to respond to potential legal or regulatory proceedings; or (iv) the time allowed by applicable law.
Education information, meaning education records directly related to students maintained by us or a party acting on our behalf, such as grades, transcripts, class lists, student schedules, student identification codes, and student disciplinary records. This also includes degrees, certificates, student directory information, including information	Consumer Applicants Educational institutions	HR Hiring	No	None	None	No	None	School officials Other educational institutions Third parties as may be permitted or required by law, including FERPA, such as with law enforcement and third parties pursuant to legal request or legal proceedings. Third parties at your request or with your consent None	If the student enrolls, this information is maintained permanently. If the student applies, but does not enroll, records are retained for (i) the period of time to evaluate the applicants; (iii) the period of time to respond to potential legal or regulatory proceedings; or (iv) the time allowed by applicable law.

a student's name, address, telephone listing, date and place of birth, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, degrees and awards received, and the most recent previous educational agency or institution attended by the student.									
Sensitive Personal Information (such as medical information as part of HR or administering benefits, drug screening, providing safe services)	Consumer Medical Provider	HR Hiring Worker's Compensation	No	None	None	No	None	None	The personal information of enrolled students is retained permanently or as long as allowed by law. Records of job applicants and/or employees are retained for : (i)the duration of employment; (ii) the period of time to evaluate job applicants; (iii) the period of time to respond to potential legal or regulatory proceedings; or (iv) the time allowed by applicable law.