Categories of information we collect	Categories of sources we collect information from	How we use the information
Voluntary identification of your race/ethnicity, gender, age, disability status and veteran status (you have the option to choose not to self-identify).	• You	• To comply with government reporting requirements. • To respond to questionnaires from our clients and business partners.
Records of your physical access to our offices and secure areas and facilities.	• You	

providers and contractors for the purpose of ensuring security of our premises, equipment and information.

- We have disclosed identifiers and internet activity to our web master and web hosting service providers and contractors for the purpose of debugging and identifying repair errors that impair intended functionality on our website, and analyzing the effectiveness of our website.

- We have disclosed identifiers and internet activity to our analytics service provider for the purpose of analyzing the effectiveness of our website, and for the purpose of maintaining the quality of our service.

- We have disclosed identifiers, internet activity and commercial activity to our marketing and analytics service providers and contractors for the purpose of auditing and counting ad impressions to unique visitors, verifying positioning and quality of ad impressions, and auditing compliance with standards.

- We have disclosed identifiers to our background check and regulatory service providers and contractors, and to our regulators for the purpose of conducting background checks and to comply with legal requirements.

Consumers Under the Age of 16.

We do not have actual knowledge that we collect, sell or share Personal Information of minors under 16 years of age.

Sensitive Personal Information.

We use and disclose sensitive Personal Information only as permitted by law.

Your Privacy Rights.

The right to know. You have the right to know what Personal Information we have collected