

Personal Information Categories	Personal Information We Collect	Collection and Disclosure Purpose	Collection Source
Identifiers	First and last name; telephone number; email address; physical address; unique personal identifier; online identifier; photos or images of you; certain government identifiers for job applicants (e.g., social security number, state identification number)	To provide our services and other information. For marketing and advertising purposes. For business operations, management, performance, or contact purposes. To process and review your job application. For internal auditing, fraud prevention, and security purposes. In response to law enforcement or legal requests or requirements. In connection with a transfer in the event of a corporate sale or change of control.	You; Your device(s)
Personal information categories listed in California: Customer Records; statute (Cal. Civ. Code § 1798.80(e))	Identifiers (as described above); account credentials; bank account number; credit card number; financial information; education; and employment history; or other sensitive personal information only if it is actively provided to us	To provide our services and other information. For business operations, management, performance, or contact purposes. For internal auditing, fraud prevention, and security purposes. In response to law enforcement or legal requests or requirements. In connection with a transfer in the event of a corporate sale or change of control.	You; Service Provider(s); Third parties
Protected Classifications under California or federal law	Only in connection with specific services or for job applicants: age, race, color; religion or creed, medical condition; physical or mental disability; gender identity; sexual orientation, veteran or military status; and health data	To provide our services and other information. For business operations, management, performance, or contact purposes. To process and review your job application. For internal auditing, fraud prevention, and security purposes.	You
Commercial information	Marketing requests or subscriptions; event / seminar registrations; content download	To provide our services and other information. For marketing and advertising purposes. For business operations, management, performance, or contact purposes.	You; Baker Botts; Service Provider(s); Third parties
Sensory Information	Audio; surveillance information, such as call monitoring or recording and video surveillance; dietary preferences	To provide our services and other information. For marketing and advertising purposes. For business operations, management, performance, or contact purposes. For internal auditing, fraud prevention, and security purposes. In response to law enforcement or legal requests or requirements.	You; Baker Botts; Service provider(s)
Professional or employment information	Only for job applicants: current or past job history; performance evaluations; professional address, telephone number, or email address; wage and benefit information; health and safety information (if relevant to your employment); job restrictions; workplace illness and injury information; disciplinary records; professional memberships; trade union memberships	For business operations, management, performance, or contact purposes. To process and review your job application.	You; Baker Botts; Service Provider(s); Third parties
Non-public education information per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)	Only for job applicants: education records such as grades; transcripts; class lists; student schedules; student identification codes; student financial information; student disciplinary records	For business operations, management, performance, or contact purposes. To process and review your job application.	You; Service provider(s); Third parties
Internet or Other Similar Network Activity	Browsing history; search history; information on your interaction with our Site via analytical and logging tools, application, or advertisement; IP address	For business operations, management, performance, or contact purposes. To provide our products, services, and other information.	You; Your device(s); Service provider(s); Third parties
Geolocation data	Device location via IP address		Your device(s)
Inferences	Preferences (e.g., marketing or communication preferences); certain inferences about a job applicant (e.g., preferences, characteristics, attitudes, intelligence, abilities, and aptitudes)	For marketing and advertising purposes. For internal auditing, fraud prevention, and security purposes.	You; Baker Botts