

YOUR CALIFORNIA PRIVACY RIGHTS.

We do not share personal information as defined by California Civil Code Section 1798.83 (“Shine The Light law”) with third parties for their direct marketing purposes absent your consent. If you are a California resident, you may request information about our compliance with the Shine the Light law by contacting us by email to PrivacyPolicy@wageworks.com or by sending a letter to WageWorks, Inc., 1100 Park Place #400, San Mateo, CA 94403 (Attention: Legal Counsel/Privacy). Any such request must include "California Privacy Rights Request" in the first line of the description and include your name, street address, city, state, and ZIP code. Please note that we are only required to respond to one request per customer each year, and we are not required to respond to requests made by means other than through this email address or mail address.

California minors should see “Children’s Privacy” below regarding removal of certain content they have posted.

CHILDREN’S PRIVACY.

The Services is intended for a general audience and not directed to children less than thirteen (13) years of age. WageWorks does not intend to collect personal information as defined by the U.S. Children’s Privacy Protection Act (“COPPA”) (“**Children’s Personal Information**”) in a manner that is not permitted by COPPA. If we obtain knowledge that we have collected Children’s Personal Information in a manner not permitted by COPPA, we will remove such data to the extent required by COPPA.

Any California residents under the age of eighteen (18) who have registered to use the Services, and who posted content or information on the Online Services, can request removal by contacting WageWorks by sending an email to InformationSecurity@WageWorks.com, detailing where the content or information is posted and attesting that you posted it. WageWorks will then make reasonable good faith efforts to remove the post from prospective public view or anonymize it so the minor cannot be individually identified to the extent required by applicable law. This removal process cannot ensure complete or comprehensive removal. For instance, third-parties may have republished or archived content by search engines and others that WageWorks does not control.