



## California Consumer Privacy Act - Privacy Notice Fisher Phillips, LLP

The following tables list the categories of information and specific pieces of information Fisher Phillips, LLP collects about you. The tables also explain the business purpose for collecting information about you, the sources from which Fisher Phillips, LLP gathers that information, and the third parties with whom Fisher Phillips, LLP disclosed that information.

<b>Category of Information</b>	Geolocation Data
<b>Specific Pieces of Information</b>	The geolocation data includes IP address.
<b>Business Purpose(s) for Using Personal Information</b>	<ul style="list-style-type: none"><li>- Detecting security incidents</li><li>- Undertaking activities to verify or maintain the quality or safety of a service or device that is owned or manufactured by the business</li><li>- Debugging to identify and repair errors that impair existing intended functionality</li><li>- Protecting against malicious or illegal activity and prosecuting those responsible</li><li>- Performing services on behalf of the business or service provider including maintaining or servicing accounts; providing customer service; processing or fulfilling orders and transactions; verifying customer information; processing payments; providing financing; providing advertising or marketing services; providing analytic services; or providing similar services on behalf of the business or service provider</li></ul>
<b>Commercial Purpose for Using Personal Information</b>	Fisher Phillips uses the geolocation data to operate and maintain its website and applications and host online events.
<b>Sources from Which Fisher Phillips, LLP Collected Information</b>	The geolocation data is collected from users of Fisher Phillips websites, applications, and online events.
<b>Categories of third Parties to Whom Fisher Phillips,</b>	Fisher Phillips does not sell the geolocation data to third parties.



<b>LLP Sold Personal Information</b>	
<b>Categories of third Parties with Whom Fisher Phillips, LLP Disclosed Personal Information</b>	Fisher Phillips shares the geolocation data with its cloud service providers, website operators, and event managers.
<b>Category of Information</b>	Personal Identifiers
<b>Specific Pieces of Information</b>	The personal identifying information includes name, address, phone number, date of birth, and social security number.
<b>Business Purpose(s) for Using Personal Information</b>	- Performing services on behalf of the business or service provider including maintaining or servicing accounts; providing customer service; processing or fulfilling orders and transactions; verifying customer information; processing payments; providing financing; providing advertising or marketing services; providing analytic services; or providing similar services on behalf of the business or service provider
<b>Commercial Purpose for Using Personal Information</b>	Fisher Phillips uses the personal identifying information to communicate with clients, process payments, and provide employment immigration services.
<b>Sources from Which Fisher Phillips, LLP Collected Information</b>	The personal identifying information is collected from Fisher Phillip's clients.
<b>Categories of third Parties to Whom Fisher Phillips, LLP Sold Personal Information</b>	Fisher Phillips does not sell the information to third parties.
<b>Categories of third Parties with Whom Fisher Phillips, LLP Disclosed Personal Information</b>	The personal identifying information is shared with cloud service providers, payment processors, and internet service providers.



<b>Category of Information</b>	Internet Data
<b>Specific Pieces of Information</b>	The internet data includes date and time of visit, webpages visited, browser ID, Device ID, browser type, operating system, and cookies.
<b>Business Purpose(s) for Using Personal Information</b>	<ul style="list-style-type: none"> <li>- Detecting security incidents</li> <li>- Debugging to identify and repair errors that impair existing intended functionality</li> <li>- Undertaking activities to verify or maintain the quality or safety of a service or device that is owned or manufactured by the business</li> <li>- Performing services on behalf of the business or service provider including maintaining or servicing accounts; providing customer service; processing or fulfilling orders and transactions; verifying customer information; processing payments; providing financing; providing advertising or marketing services; providing analytic services; or providing similar services on behalf of the business or service provider</li> <li>- Undertaking internal research for technological development and demonstration</li> </ul>
<b>Commercial Purpose for Using Personal Information</b>	Fisher Phillips uses the internet data to operate and maintain its websites and applications and host online events.
<b>Sources from Which Fisher Phillips, LLP Collected Information</b>	The internet data is collected from users of Fisher Phillips' websites, applications, and online events.
<b>Categories of third Parties to Whom Fisher Phillips, LLP Sold Personal Information</b>	Fisher Phillips does not sell the internet data to third parties
<b>Categories of third Parties with Whom Fisher Phillips, LLP Disclosed Personal Information</b>	Fisher Phillips shares the internet data with cloud service providers, internet providers, website operators, and event managers.



<b>Category of Information</b>	Personal Identifiers
<b>Specific Pieces of Information</b>	The personal identifying information includes name, address, phone number, date of birth, social security number, passport number and country of issuance, alien registration number/USCIS number, and emergency contact information.
<b>Business Purpose(s) for Using Personal Information</b>	- Performing services on behalf of the business or service provider including maintaining or servicing accounts; providing customer service; processing or fulfilling orders and transactions; verifying customer information; processing payments; providing financing; providing advertising or marketing services; providing analytic services; or providing similar services on behalf of the business or service provider
<b>Commercial Purpose for Using Personal Information</b>	Fisher & Phillips uses the personal identifying information to compensate and provide benefits to its employees and their insureds.
<b>Sources from Which Fisher Phillips, LLP Collected Information</b>	The personal identifying information is collected from Fisher & Phillip's employees and the employees' insureds.
<b>Categories of third Parties to Whom Fisher Phillips, LLP Sold Personal Information</b>	Fisher & Phillips does not sell the personal identifying information to third parties.
<b>Categories of third Parties with Whom Fisher Phillips, LLP Disclosed Personal Information</b>	Fisher & Phillips shares the personal identifying information with cloud storage providers, benefit providers, payroll processors, and internet service providers.
<b>Category of Information</b>	Protected Class Information
<b>Specific Pieces of Information</b>	The protected class information includes gender, ethnicity, marital status, smoker status, disability status, veteran status, citizenship, and medicare eligibility.
<b>Business Purpose(s) for</b>	- Performing services on behalf of the business or service provider including maintaining or servicing accounts; providing customer service; processing or fulfilling orders and transactions; verifying customer



<b>Using Personal Information</b>	<p>information; processing payments; providing financing; providing advertising or marketing services; providing analytic services; or providing similar services on behalf of the business or service provider</p> <ul style="list-style-type: none"> <li>- Protecting against malicious or illegal activity and prosecuting those responsible</li> <li>- Auditing related to a current interaction with the consumer and concurrent transactions</li> </ul>
<b>Commercial Purpose for Using Personal Information</b>	<p>Fisher Phillips use the protected class information to provide compensate employees and provide employees and their insureds with employment benefits.</p>
<b>Sources from Which Fisher Phillips, LLP Collected Information</b>	<p>The protected class information is collected from Fisher Phillips' employees and their insureds.</p>
<b>Categories of third Parties to Whom Fisher Phillips, LLP Sold Personal Information</b>	<p>Fisher Phillips does not sell the protected class information to third parties.</p>
<b>Categories of third Parties with Whom Fisher Phillips, LLP Disclosed Personal Information</b>	<p>Fisher Phillips shares the protected class information with cloud storage providers, benefits providers, government entities, and internet service providers.</p>
<b>Category of Information</b>	<p>Commercial Information</p>
<b>Specific Pieces of Information</b>	<p>The commercial information includes credit card number and CVV code.</p>
<b>Business Purpose(s) for Using Personal Information</b>	<ul style="list-style-type: none"> <li>- Performing services on behalf of the business or service provider including maintaining or servicing accounts; providing customer service; processing or fulfilling orders and transactions; verifying customer information; processing payments; providing financing; providing advertising or marketing services; providing analytic services; or providing similar services on behalf of the business or service provider</li> </ul>
<b>Commercial Purpose for Using</b>	<p>Fisher Phillips uses the commercial information to process payments from its clients.</p>



<b>Personal Information</b>	
<b>Sources from Which Fisher Phillips, LLP Collected Information</b>	The commercial information is collected from Fisher Phillips' clients.
<b>Categories of third Parties to Whom Fisher Phillips, LLP Sold Personal Information</b>	Fisher Phillips does not sell the commercial information to third parties.
<b>Categories of third Parties with Whom Fisher Phillips, LLP Disclosed Personal Information</b>	Fisher Phillips shares the commercial information with its payment processors.
<b>Category of Information</b>	Audio Data
<b>Specific Pieces of Information</b>	The visual data may include copies of the following documents: passport, passport card, permanent resident card, alien registration receipt card, employment authorization document, driver's licenses, school id, voter's registration card, US military card or draft card, military dependent's I card, US Coast Guard Merchant Mariner Card, Native American tribal document, school record, hospital record, birth certificate, and social security card.
<b>Business Purpose(s) for Using Personal Information</b>	<ul style="list-style-type: none"> <li>- Auditing related to a current interaction with the consumer and concurrent transactions</li> <li>- Protecting against malicious or illegal activity and prosecuting those responsible</li> <li>- Performing services on behalf of the business or service provider including maintaining or servicing accounts; providing customer service; processing or fulfilling orders and transactions; verifying customer information; processing payments; providing financing; providing advertising or marketing services; providing analytic services; or providing similar services on behalf of the business or service provider</li> </ul>
<b>Commercial Purpose for Using</b>	Fisher Phillips uses the visual data to compensate its employees, provide employment benefits, and comply with employment laws.



<b>Personal Information</b>	
<b>Sources from Which Fisher Phillips, LLP Collected Information</b>	The visual data is collected from Fisher Phillips' employees.
<b>Categories of third Parties to Whom Fisher Phillips, LLP Sold Personal Information</b>	Fisher Phillips does not sell the visual data to third parties.
<b>Categories of third Parties with Whom Fisher Phillips, LLP Disclosed Personal Information</b>	Fisher Phillips shares the visual data with its benefits providers, payroll processors, government entities, and cloud storage providers.
<b>Category of Information</b>	Commercial Information
<b>Specific Pieces of Information</b>	The commercial information includes credit card number, CVV code, bank account number, direct deposit information, number of tax withholdings, tax filing status, and tax exemption status.
<b>Business Purpose(s) for Using Personal Information</b>	<ul style="list-style-type: none"> <li>- Performing services on behalf of the business or service provider including maintaining or servicing accounts; providing customer service; processing or fulfilling orders and transactions; verifying customer information; processing payments; providing financing; providing advertising or marketing services; providing analytic services; or providing similar services on behalf of the business or service provider</li> <li>- Auditing related to a current interaction with the consumer and concurrent transactions</li> </ul>
<b>Commercial Purpose for Using Personal Information</b>	Fisher Phillips uses the commercial information to compensate and provide benefits to its employees.
<b>Sources from Which Fisher Phillips, LLP Collected Information</b>	The commercial information is collected from Fisher Phillips' employees.



<b>Categories of third Parties to Whom Fisher Phillips, LLP Sold Personal Information</b>	Fisher Phillips does not sell the commercial information to third parties.
<b>Categories of third Parties with Whom Fisher Phillips, LLP Disclosed Personal Information</b>	Fisher Phillips shares the commercial information with government entities, benefits providers, payroll providers, cloud storage providers, and internet service providers.

### **Your Rights Regarding the Data We Collect:**

As a consumer in California, you have the right to request access to information, request the deletion of information, request Fisher Phillips, LLP disclose information, and request information about how Fisher Phillips, LLP sells or discloses your information to third parties for a business purpose.

Regarding information we sell or disclose to third parties, you have the right to opt out of such sale or disclosure at any time. You can exercise your right to opt out on our website: [www.fisherphillips.com](http://www.fisherphillips.com).

We are required to respond to any of your requests to exercise these above rights within 45 days. Should we be unable to comply within 45 days, we will contact you and let you know whether we can complete your request or whether we need more time to complete your request.

### **Exercising Your Rights:**

If you want to exercise your rights, you may contact us or our Privacy Point of Contact at:

#### **Organization**

Fisher Phillips, LLP  
Address: 1075 Peachtree Street, NE, Atlanta, GA 30309  
Phone: (404) 231-1400  
Email: [info@fisherphillips.com](mailto:info@fisherphillips.com)

#### **Privacy Point of Contact**

Director of Information Security  
Address: 1075 Peachtree St. NE, Atlanta, GA 30309  
Phone: (404) 240-4279  
Email: [mulrich@fisherphillips.com](mailto:mulrich@fisherphillips.com)

The Privacy Point of Contact listed above, as well as employees who work with the Privacy Point of Contact, have received training to help you exercise your rights under the California Consumer Privacy Act.



**Withdraw Consent:**

If our legal basis for processing your information is based on your consent, you may withdraw your consent at any time by contacting Director of Information Security at the contact information above and informing him/her that you withdraw your consent.

**Contacting Authorities:**

If you would like to lodge a complaint against us, you may contact your local authority. If you have trouble locating an authority, please contact Director of Information Security above and they will help you.

**Changes to Our Privacy Statement:**

We keep this privacy statement under regular review and will place any updates on our website.

This privacy statement was last updated on 11/14/2019.