

California Privacy Policy

Fisher Phillips has developed this California Privacy Policy out of respect for the privacy of our California-based individual clients and website visitors. This policy describes the personal information we collect, use, and disclose about individual clients and website visitors who are California residents. This policy applies only to California residents who are natural persons; it does not apply to any entities (whether business, non-profit or governmental) or to any person who is not a California resident. For our general privacy policy, please [click here](#).

Whenever you visit our Website, we will collect some information from you automatically simply by you visiting and navigating through this site, and some voluntarily when you submit information using a form on the Website. Through this Website, we will collect information that can identify you and/or your activity.

And whenever you communicate with or engage us to provide you with legal services, we will be collecting personal information from you or about you in the course of discussing or providing such legal services. This applies when we represent you personally in your personal capacity, and not when we represent your business or employer and you are simply our client contact for that business or employer.

Fisher Phillips collects the following categories of personal information. For each category of information, we identify examples of the category, the business purposes for which we use the information in that category, the categories of sources from which the information is collected, and the categories of third parties with whom we have shared the information in the last 12 months.

| | |
|--|--|
| Category of Personal Information | Personal Identifiers & Contact Information |
| Examples | Name, mailing address, email address, phone number |
| Business Purpose(s) for Which Information is Used | <ul style="list-style-type: none"> • Providing legal services in accordance with our agreement with you, or in accordance with our agreement with our client, or otherwise providing or discussing our legal services to/with you; • Communicating with you in connection with provision of legal services, including sending statements and invoices, and to deal with inquiries and complaints made by or about you relating to the legal services; • Promoting our legal services, such as through legal alerts and marketing communications; • Communicating with any insurance companies providing or potentially providing insurance coverage related to the legal services; • Complying with our legal and ethical obligations, such as conducting conflict checks for potential new clients; • Responding to inquiries, including but not limited to those by telephone, email, and our website; and • Verifying and responding to consumer requests. |

| | |
|---|---|
| Categories of Sources from Which Information Received | <ul style="list-style-type: none"> • Our clients or records and information provided by our clients; • Your insurance company; and • Visitors of our website |
| Categories of Third Parties to Whom Info Was Disclosed in Last 12 Months | We do not share this information with any third party, unless required to do so by law or government agency, for the purpose of defending or prosecuting legal claims, for advising and counseling our clients, or for safekeeping and storing the information (such as in electronic databases managed or hosted by third parties). We may also share information necessary to collect unpaid fees for providing legal services. |

| | |
|---|---|
| Category of Personal Information | Commercial Information |
| Examples | Credit card numbers, expiration dates, and CVV codes; bank account information; wiring instructions; tax forms |
| Business Purpose(s) for Which Information is Used | <ul style="list-style-type: none"> • Processing payments from you to Fisher Phillips; • Communicating with you in connection with payments for services and transfers of money between you and Fisher Phillips; and • Verifying and responding to consumer requests. |
| Categories of Sources from Which Information Received | <ul style="list-style-type: none"> • From you or your authorized agent or representative. |
| Categories of Third Parties to Whom Info Was Disclosed in Last 12 Months | We do not share this information with any third party, unless required to do so by law or government agency, for the purpose of defending or prosecuting legal claims. |

| | |
|--|--|
| Category of Personal Information | Employment Information |
| Examples | Employment history, and as needed to provide legal services, your personnel file, wage records, time records, leave of absence records, garnishments, occupational health records, benefits information, and documentation of licenses and certifications. |
| Business Purpose(s) for Which Information is Used | <ul style="list-style-type: none"> • Providing legal services in accordance with our agreement with you, or in accordance with our agreement with our client, or otherwise providing or discussing our legal services to/with you; • Communicating with you in connection with provision of legal services, including sending statements and invoices, and to deal |

| | |
|---|--|
| | <p>with enquiries and complaints made by or about you relating to the legal services;</p> <ul style="list-style-type: none"> • Communicating with any insurance companies providing or potentially providing insurance coverage related to the legal services; • Complying with our legal and ethical obligations, such as conducting conflict checks for potential new clients and maintaining your information to run future conflict checks on other new clients even if you are no longer a client or have an active case; and • Verifying and responding to consumer requests. |
| Categories of Sources from Which Information Received | <ul style="list-style-type: none"> • Records provided by you, including but not limited to proof of identity, banking information, and paperwork documenting sick leave or leave of absence requests; • Our timekeeping systems; • Our clients or records provided by our clients; • Records provided by other third-parties (including but not limited to other parties to litigation in which we represent a client, third-parties responding to a subpoena, and notices from courts or other lien-holders); and • Your insurance carrier providing you coverage in the matter we represent you on. |
| Categories of Third Parties to Whom Info Was Disclosed in Last 12 Months | <p>We do not share this information with any third party, unless required to do so by law or government agency, for the purpose of defending or prosecuting legal claims, for advising and counseling our clients, or for safekeeping and storing the information (such as in electronic databases managed or hosted by third parties).</p> |

| | |
|--|---|
| Category of Personal Information | Documentation and Information About Your Legal Matter(s) |
| Examples | Records provided by you (which may include personal identifiers, protected classifications, commercial data, biometric data, internet activity, geolocation data, mobile device data, or financial/employment data); fee agreements; pleadings and filings, correspondence (including e-mail correspondence) with you or relating to your legal matter; timekeeping and payment records relating to your legal matter(s); documents and communications with vendors relating to your legal matters; and communications and documents from opposing counsel. |
| Business Purpose(s) for Which Information is Used | <ul style="list-style-type: none"> • Providing legal services in accordance with our agreement with you, or in accordance with our agreement with our client; • Communicating with you in connection with provision of legal services, including sending statements and invoices, and to deal |

| | |
|---|---|
| | <p>with enquiries and complaints made by or about you relating to the legal services;</p> <ul style="list-style-type: none"> • Communicating with any insurance companies providing or potentially providing insurance coverage related to the legal services; • Complying with our legal and ethical obligations; and • Evaluating our employee's performance of their job duties and employee conduct. |
| Categories of Sources from Which Information Received | <ul style="list-style-type: none"> • Our clients, or information, records, or other property (including but not limited to electronic devices and digital data) provided by our clients; • Your insurance company; • Court records or other public documents; • Records provided by other third-parties (including but not limited to other parties to litigation in which we represent our client and records obtained pursuant to subpoena); • Documentation and records created by our employees; and • Your insurance carrier providing you coverage in the matter we represent you on. |
| Categories of Third Parties to Whom Info Was Disclosed in Last 12 Months | <p>We do not share this information with any third party, unless required to do so by law or government agency, for the purpose of defending or prosecuting legal claims, for advising and counseling our clients, or for safekeeping and storing the information (such as in electronic databases managed or hosted by third parties). We may also share information necessary to collect unpaid legal fees.</p> |

| | |
|--|--|
| Category of Personal Information | Computer, Electronic Device, Network, and Internet Activity |
| Examples | Date and time of your visit to our Website; dates, time, and webpages visited; links clicked on webpages visited; browser ID; browser type; device ID; operating system; form information downloaded; domain name from which our site was accessed; cookies; programs and documents accessed on our computers; and e-mails sent. |
| Business Purpose(s) for Which Information is Used | <ul style="list-style-type: none"> • Improving the Website, network, and internet experience for all visitors; • Understanding the demographics of our Website visitors; • Operating and maintaining the Website and our network; • Detecting security incidents; • Debugging to identify and repair errors that impair existing intended functionality of the Website or our network; • Protecting against malicious or illegal activity and prosecuting those responsible; |

| | |
|---|---|
| | <ul style="list-style-type: none"> • Blocking access to inappropriate content on the Company network or internet; • Monitoring employee productivity; • Ensuring employees comply with our Electronic Devices and Remote Access Policies; • Archiving documents on, e-mails sent from, and activity on employer-provided devices; and • Verifying and responding to consumer requests. |
| Categories of Sources from Which Information Collected | Employer-provided electronic devices; employer-provided e-mail accounts and the device and browser used to access the accounts; individuals using company electronic or digital resources such as our internet, network, or digital platforms, and the device and browser used during such activities; individuals sending e-mails to an address in the company domain; visitors of our Website and the device and browser used to access the Website |
| Categories of Third Parties to Whom Info Was Disclosed in Last 12 Months | We do not share this information with any third party, unless required to do so by law or government agency, for the purpose of defending or prosecuting legal claims, or for advising and counseling our clients. |

| | |
|--|---|
| Category of Personal Information | Geolocation Data |
| Examples | IP Address |
| Business Purpose(s) for Which Information is Used | <ul style="list-style-type: none"> • Improving the Website experience for all visitors; • Understanding the demographics of our Website visitors; • Detecting security incidents; • Debugging to identify and repair errors that impair existing intended functionality of the Website; • Protecting against malicious or illegal activity and prosecuting those responsible; • Monitoring employee productivity; • Ensuring employees comply with our Electronic Devices and Remote Access Policies; • Archiving documents on, e-mails sent from, and activity on employer-provided devices; and • Verifying and responding to consumer requests. |
| Categories of Sources from Which Information Received | Employer-provided electronic devices; employer-provided e-mail accounts and the device and browser used to access the accounts; individuals using company electronic or digital resources such as our internet or digital platforms, and the device and browser used during such activities; visitors of our Website and the device and browser used to access the Website |

| | |
|---|--|
| Categories of Third Parties to Whom Info Was Disclosed in Last 12 Months | We do not share this information with any third party, unless required to do so by law or government agency, for the purpose of defending or prosecuting legal claims, or for advising and counseling our clients. |
|---|--|

Do we sell any of your personal information?

Fisher Phillips does NOT sell your personal information, including the data of any minors. We do not sell or otherwise trade the personal information that we collect from our site visitors at any point or under any circumstance.

Use of cookies and other tracking technologies

Cookies are small files that a Website may transfer to a user's computer that reside there for either the duration of the browsing session (session cookies) or on a permanent (until deleted) basis (persistent cookies) that may be used to identify a user, a user's machine, or a user's behavior. We make use of cookies on our Website under the following circumstances and for the following reasons:

- Ø Compile data about site traffic to offer a better Website experience
- Ø Understand and save visitor preferences for future visits

Do Not Track (DNT) is a privacy preference that users can set if they do not want web services to collect information about their online activity. However, there is currently no universal standard for sending and receiving DNT signals. Due to this lack of universal standard, it would be impossible for us to promise that we comply with all known and unknown DNT standards.

Therefore, we do not respond to DNT signals or other mechanisms that provide a choice regarding the collection of personal information about activities over time and across different Web sites or online services. If a universal standard for DNT becomes available, we may revisit our DNT Policy.

Your Rights as a California Consumer

If you are a California resident, you have the following rights:

1. The right to request, up to 2 times in a 12-month period, that we identify to you (1) the categories of personal information we have collected, disclosed or sold about you in the last 12 months, (2) the categories of sources from which the personal information was collected, (3) the business purpose for which we use this information, and (4) the categories of third parties with whom we share or have shared your personal information in the last 12 months;
2. The right to request, up to 2 times in a 12-month period, that we disclose to you, free of charge, the specific pieces of personal information we have collected about you in the last 12 months;
3. The right to request, up to 2 times in a 12-month period, that we delete personal information that we collected from you, subject to certain exceptions; and

4. The right to opt-out of the sale of your personal information to third parties;
5. The right to designate an authorized agent to submit one of the above requests on your behalf.
6. The right to not be discriminated against in receiving different or less favorable pricing, service or financial incentive for exercising any of the above rights.

How to submit a request

You can submit a verifiable consumer request to know or request for deletion of your personal information by any of the two options below:

1. Submit an online request on our website [using this form](#).
2. Call our privacy toll-free line at 800.241.4232.

How we will verify that it is really you submitting the request

When you submit a consumer request through one of the methods provided above, we will ask you to provide some information in order to verify your identity and respond to your request. Specifically, we will ask you to verify information that can be used to link your identity to particular records in our possession, which depends on the nature of your relationship and interaction with us. For example, if your sole interaction with us was as a website visitor, then in order to verify your identity, we will need to ask you to provide your name, email, phone number, IP address, device ID, browser ID, and/or cookie ID.

How to authorize an agent to act on your behalf

You can authorize someone else as an Authorized Agent who can submit a consumer request on your behalf. To do so, you must either (a) execute a valid, verifiable, and notarized Power of Attorney or (b) provide other written authorization that we can then verify. When we receive a consumer request submitted on your behalf by an Authorized Agent, that person will be asked to provide written proof that they have your permission to act on your behalf, and we will also contact you and ask you for information to verify your own identity directly with us and not through your Authorized Agent.

Responding to your consumer requests

We endeavor to respond to a verifiable consumer request within forty-five (45) days of its receipt. If we require more time (up to 45 days or 90 days total from the date we receive your request), we will inform you of the reason and extension period in writing. We will deliver our written response by mail or electronically, at your option. Any disclosures we provide will only cover the 12-month period preceding our receipt of your verifiable consumer request. The response we provide will also explain the reasons we cannot comply with a request, if applicable. We do not charge a fee to process or respond to your verifiable consumer request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

Children under the age of 16

Our Website is not intended for children under 16 years of age. No one under age 16 may provide any personal information on the Website. We do not knowingly collect personal information from children under 16. If you are under 16, do not use or provide any information on this Website. If we learn we have collected or received personal information from a child under 16 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 16, please contact us at the email address below.

How we protect the information that we collect

The protection of the information that we collect about visitors to this Website is of the utmost importance to us and we take every reasonable measure to ensure that protection, including:

- Ø We keep automatically collected data and voluntarily collected data separate at all times.
- Ø We use internal encryption on all data stores that house voluntarily captured data.
- Ø We use commercially reasonable tools and techniques to protect against unauthorized access to our systems.
- Ø We restrict access to private information to those who need such access in the course of their duties for us.

Consumers with disabilities

This policy is in a form that is accessible to consumers with disabilities. For more information on our website accessibility, **[CLICK HERE](#)**.

Questions about this policy <https://www.fisherphillips.com/website-accessibility>

If you have any questions about this California Privacy Policy, you should contact us by calling our Director of Information Security at (404) 240-4279 or by email at mulrich@fisherphillips.com.

Consent to Terms and Conditions

By using our legal services, accessing our Website, or otherwise engaging in activities described above, you consent to all Terms and Conditions expressed in this California Privacy Policy.

Changes

From time to time we may modify and/or update this California Privacy Policy and so we encourage you to check back on our Website at **this [LINK](#)** on a regular basis to determine if any changes have been made.

Effective Date (last updated on): December 27, 2019