



Privacy Policy

Fisher Phillips has developed this Privacy Policy out of respect for the privacy of visitors to our Website. Through this Website, Fisher Phillips will collect information that can identify you and/or your activity. We will use your information to respond to requests you may make of us, and from time to time, we may refer to this information for other purposes.

Information that we collect

Whenever you visit our Website, we will collect some information from you automatically, and some voluntarily.

We will collect the following information automatically:

- IP Address
- The date and time of your visit
- Webpages visited
- Browser Identification
- Form information downloaded
- Domain name from which our site was accessed

We will collect the following information voluntarily:

- Your name
- Your contact information, including your email address
- Your credit card information, should you pay by credit card for a seminar or other event

Uses of the information that we collect

We collect information about our Website visitors for a number of reasons, including:

- To improve the Website experience for all visitors
- To understand the demographics of our Website visitors
- To facilitate the processing of a seminar, a webinar or other orders placed via the Website
- To be able to communicate with Website visitors

Social Media

We include links to social media sites, such as LinkedIn (for more information about our lawyers), on our Website. If you follow links to these websites or services, any information you contribute will be

governed by the terms of use or privacy policies for those third-party websites, and may be visible to others. You should never share or post personal, financial or sensitive information or any information you expect to be treated confidentially through those websites.

How we protect the information that we collect

The protection of the information that we collect from our site visitors is of the utmost importance to us and we take every reasonable measure to ensure that protection, including:

- We keep automatically collected data and voluntarily collected data separate at all times
- We use Secure Sockets Layer (SSL) encryption wherever we capture voluntarily provided information
- We use internal encryption on all data stores that house voluntarily captured data
- We use commercially reasonable tools and techniques to protect against unauthorized access to our systems.
- We restrict access to Private Information to those who need such access in the course of their duties for us

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 under the following circumstances and for the following reasons:

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

Do Not Track (DNT) is a privacy preference 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 personally identifiable 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.

Third-party disclosure of the information that we collect

We do not sell or otherwise trade the Private Information that we collect from our site visitors at any point or under any circumstance. We do, on occasion share that information with business partners

to ensure an ability to consistently provide service, or with government and other agencies where required by law.

General Data Protection Regulation (GDPR)

For visitors from the European Union, please see our Privacy [Notice or Consent](#) and [Record of Processing](#).

California Consumer Privacy Act (CCPA)

For visitors from California, please see our [Privacy Notice](#).

Consumers with disabilities

This policy is in a form that is accessible to consumers with disabilities.

Terms and Conditions (including Consent)

This online policy applies only to information collected via this online presence and specifically only to information collected from Webpages which include a hyperlink to this Privacy Policy.

By using this Website, you consent to all Terms and Conditions expressed in this Privacy Policy.

Changes

From time to time we may modify and/or update this Privacy Policy and so encourage you to check back on a regular basis to determine if any changes have been made.

Effective Date (last updated on): January 1, 2023

WHY FISHER PHILLIPS?

DIVERSITY, EQUITY & INCLUSION