

EU UK PRIVACY AND COOKIE POLICY

We at Fisher Phillips are committed to protecting and respecting your privacy.

1. INTRODUCTION AND WHEN THIS PRIVACY POLICY APPLIES

This privacy policy applies as set out below and where we are subject to UK or EU data protection laws (whichever are applicable), including in respect of any processing of personal information:

- in the context of an establishment of ours in the UK or EU (such as our UK office);
or
- of individuals in the UK or EU where the processing relates to our offering of our services to those individuals, or monitoring their behaviour as far as it takes place, in the UK or EU.

This privacy policy sets out who we are, how and why we process your personal information, your rights in relation to your personal information and how to contact us. This privacy policy applies when you visit our website www.fisherphillips.com or any other website operated by us (together or separately the "Site"). It also applies where we are in contact with you in other ways whether in your capacity as an individual or as director, shareholder, partner, employee or other representative of a company or other organisation.

This privacy policy does not apply to information you might provide to us or that we might collect in the context of our providing legal services. Where we are engaged to provide legal services, our will apply.

For details about the cookies and similar tracking data collected by or on our Site please see our Cookie Policy at Annex 1 below.

2. ABOUT US

Fisher Phillips is made up different affiliated legal entities, including US-based Fisher & Phillips LLP and FP Law UK LLP, a limited liability partnership formed under laws of Delaware and with an establishment in the UK. The Fisher Phillips entities are joint controller of the personal data we process in connection with this privacy policy. If you would like further information regarding the joint controller arrangement in place between the Fisher Phillips parties, including the allocation of responsibilities between the parties for adherence to applicable data protection laws, please contact us using the details set out in the "Contact details" section below.

This privacy policy is issued on behalf of the Fisher Phillips affiliated entities so when we mention "**Fisher Phillips**", "**we**", "**us**" or "**our**" in this privacy policy, we are referring to the relevant Fisher Phillips entity responsible for processing your data.

We have appointed a Privacy and Data Protection Manager who is responsible for overseeing questions in relation to this privacy policy. If you have any questions about this privacy policy, including any requests to exercise your legal rights, please contact the Privacy and Data Protection Manager using the details set out below.

3. CONTACT DETAILS

If you have any questions about this privacy policy or our privacy practices generally, please contact our Privacy and Data Protection Manager in the following ways:

Firm name: Fisher Phillips

Email address: DataPrivacy@fisherphillips.com

Postal address: 1200 Abernathy Road, Suite 950, Atlanta, GA 30328

4. PERSONAL INFORMATION WE COLLECT ABOUT YOU AND HOW WE USE IT

We may collect personal information:

- a. that you voluntarily submit to us such as your contact details when you use our Site or interact with us by email, including when you apply to work for us, at online and physical events, in person or over the phone, or in the course of our business activities. Such information includes your first and last name, job title, company or business name, email address, phone number and postal address ("**Contact Details**"); and
- b. from third parties, such as from publicly accessible sources (e.g. UK Companies House), client due diligence providers, websites which identify you, social media platforms (like LinkedIn), third party introducers or business contacts (e.g.

accountants), recruitment agents and your business associates (together **“Third Party Sourced Data”**)

We may also collect and use technical information relating to your Site visits, device and interaction with our online communications. This might include:

- your device’s Internet protocol (IP) address, browser type, internet service provider, device identifier, your login information, time zone setting, browser plug-in types and versions, operating system and platform and geographical location;
- information about your visits and use of the Site, including the full Uniform Resource Locators (URL), clickstream to, through and from our Site, pages you viewed and searched for, page response times, length of visits to certain pages, referral source/exit pages, page interaction information (such as scrolling, clicks and mouse-overs), and website navigation and search terms used; and
- information collected by cookies on our Site (for more information on our use of cookies and similar tracking devices, **please see our Cookie Policy at Annex 1**).

(together **“Online and Technical Data”**)

We may also receive from you your preferences in receiving marketing from us and our third parties and your communication preferences (**“Marketing and Communications Data”**).

Unless needed for a particular client matter we are working with you on, we do not generally seek to collect special categories of personal data (this includes details about your race or ethnicity, religious or philosophical beliefs, sex life, sexual orientation, political opinions, trade union membership, information about your health, and genetic and biometric data) or criminal offence or convictions data about you.

The table below summarises the categories of personal information we collect about you, how we use that information and the appropriate legal bases which we rely on to process the personal information.

Purpose or activity	Type of Data	Lawful basis for processing including basis of legitimate interest
To provide you with information and	Contact Details, Third Party	It is in our legitimate interests to respond to

<p>services that you request from us.</p>	<p>Sourced Data, Marketing and Communications Data.</p>	<p>your queries and provide any information requested in order to generate and develop business. To ensure we offer a good and responsive service, we consider this use to be proportionate and will not be prejudicial or detrimental to you.</p>
<p>To make suggestions and recommendations to you about services that may be of interest to you or to otherwise carry out marketing services (including sending you alerts, newsletters, announcements, updates, legal developments or other notifications which may be of interest to you).</p>	<p>Contact Details, Online and Technical Data, Third Party Sourced Data, Marketing and Communications Data.</p>	<p>It is in our legitimate interests to market our services in order to promote and grow our business. We consider this use to be proportionate and will not be prejudicial or detrimental to you.</p> <p>In some cases, we may rely on your consent (e.g. for the use of non-exempt cookies or similar tracking technologies we use within our marketing emails to track delivery and log when emails are opened).</p>
<p>Use of cookies or similar technologies for data analytics to improve our Site and marketing.</p>	<p>Online and Technical Data</p>	<p>Consent where required under applicable law.</p>
<p>To invite you to seminars, events, or other functions we believe may be of interest to you.</p>	<p>Contact Details, Third Party Sourced Data, Marketing and Communications Data.</p>	<p>It is in our legitimate interests to market our services in order to promote and grow our business. We consider this use to be proportionate and will not be prejudicial or detrimental to you.</p>

		In some cases, we may rely on your consent, particularly where required by law.
To photograph (and/or video) our events and publish materials as appropriate on our website, social media and in other promotional materials.	Photographs (and / or videos)	It is in our legitimate interests to market our services so that we can continue to develop our business and to inform our marketing strategy. We consider this use to be proportionate and will not be prejudicial or detrimental to you.
To enforce our terms and conditions and any contracts entered into with you.	Contact Details, Online and Technical Data.	It is in our legitimate interests to enforce our terms and conditions any applicable contracts. We consider this use to be necessary for our legitimate interests and proportionate. Otherwise, and where necessary, as is necessary for the establishment, exercise or defence of legal claims
Administrative purposes which include notifying you about changes to our terms and/or privacy policy	Contact Details.	It is in our legitimate interests to ensure that any changes to our policies and other terms are communicated to you. We consider this use to be necessary for our legitimate interests and will not be prejudicial or detrimental to you.
To comply with our internal business policies and for	Contact Details, Online and Technical Data,	It is in our legitimate interests or those of a third party to adhere to

operational reasons, such as improving efficiency, training and quality control.	Third Party Sourced Data, Marketing and Communications Data.	our own internal procedures so that we can deliver an efficient service to you. We consider this use to be necessary for our legitimate interests and proportionate.
<p>To protect the security of our premises, systems and data used to provide services and to prevent unauthorised access and modifications to our systems.</p> <p>To keep our Site safe and secure.</p>	Contact Details, Online and Technical Data, Third Party Sourced Data.	As is necessary for our legitimate interests to ensure office security, network security and prevent and detect activity that could be damaging for Fisher Phillips, you and/or anyone else. We consider this use to be necessary for our legitimate interests and proportionate.

We will indicate to you where the provision of certain personal information is required in order for us to provide our services or provide certain features of the Site. If you choose not to provide such personal information, we may not be able to provide access to certain aspects of the Site to you, provide our services to you, or respond to your other requests.

5. AGGREGATED DATA

We may anonymise and aggregate any of the personal information we collect (so that it does not directly identify you). We may use anonymised, aggregated, statistical information for purposes that include testing our IT systems, research, data analysis, improving our Site and developing new products and features. We may also share such anonymised information with others.

6. DATA RETENTION

We will store the personal information we collect about you for no longer than necessary for the purposes set out in section 4 above in accordance with our legal obligations and legitimate business interests.

To determine the appropriate retention period for personal information, we consider the amount, nature and sensitivity of the personal information, the potential risk of harm from unauthorized use or disclosure of your personal information, the

purposes for which we process your personal information and whether we can achieve those purposes through other means, and the applicable legal, regulatory, tax, accounting, reporting or other requirements we may be subject to as a law firm.

7. RECIPIENTS OF PERSONAL INFORMATION

We may share your personal information with the following persons for the purposes set out in section 4 above:

- **Fisher Phillips partners, staff and consultants** as necessarily required;
- **Other entities and offices which are affiliated with Fisher Phillips** (see section 2 above for further information regarding the Fisher Phillips affiliated entities);
- **Service providers:** we may share your personal information with third party vendors and other service providers that perform services for us or on our behalf, which may include IT services, IT infrastructure, information security, risk and compliance, monitoring, email hosting, communications (e.g. video calls), document management, collaboration and storage systems, recruitment, expenses, printing, post, access controls, device management, data storage/back-up and marketing;
- **Professional advisors,** including counsel, lawyers (e.g. in other jurisdictions), bankers, accountants, financial advisors, surveyors, auditors and insurers;
- **Purchasers and third parties in connection with a business transaction:** your personal information may be disclosed to third parties in connection with a transaction, such as a merger, sale of assets or shares, reorganisation, financing, change of control or acquisition of all or a portion of our business.

Law enforcement, regulators, governmental authorities and other parties for legal reasons: we may share your personal information in this way if we consider disclosure to be required by law or the rules of any applicable governmental, regulatory or professional body. These may be tax authorities, law enforcement agencies, regulators and professional bodies (including the Solicitors Regulation Authority (SRA) and the Law Society in England and Wales) and other authorities. In certain circumstances, we may be prohibited from telling you that a disclosure has been made.

8. MARKETING

We will only send you marketing messages if you have given us your consent to do so, unless consent is not required under applicable law (e.g. you are a corporate subscriber or we have a pre-existing relationship where your consent is not required). Where you provide consent, you can withdraw your consent at any time,

but without affecting the lawfulness of processing based on consent before its withdrawal. In any case, you have the right to opt out of receiving email marketing communications from us at any time by:

- contacting our Privacy and Data Protection Manager using the contact details set out above; or
- using the “unsubscribe” link in emails.

9. SECURITY

We have put in place appropriate security measures to prevent your personal data from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal data to those employees, agents, contractors and other third parties who have a need to know. They will only process your personal data on our instructions, and they are subject to a duty of confidentiality.

We have put in place procedures to deal with any suspected personal data breach and will notify you and any applicable regulator of a breach where we are legally required to do so.

Unfortunately, the transmission of information via the internet is not completely secure. Although we will do our best to protect your personal data, we cannot guarantee the security of your data transmitted over the internet.

10. INTERNATIONAL TRANSFERS OF YOUR PERSONAL INFORMATION

It may be necessary for us to share and store your personal data outside the UK, or the European Economic Area (together “**European Territories**”) as follows:

- with other entities and offices which are affiliated with Fisher Phillips (see section 2 above for further information regarding the Fisher Phillips affiliated entities);
- with our service providers located outside the European Territories;
- if you are based outside the European Territories; and/or
- where there is an international aspect to the matter on which we are working with you.

Where applicable data protection laws apply, and personal data is transferred by us to, and stored outside, the European Territories, we take steps to provide appropriate safeguards to protect your personal data, including:

- transferring your personal data to a country, territory, sector or international organisation which the appropriate supervisory authority has determined ensures an adequate level of protection, as permitted under applicable data protection laws;
- entering into standard contractual clauses in a form approved by the appropriate supervisory authority, obliging recipients to protect your personal data as required under applicable data protection laws;
- in the absence of an adequacy decision or of appropriate safeguards as referenced above, we will only transfer personal data to a third country (that is, outside the European Territories) where permitted under applicable data protection laws, including where the transfer is necessary for the establishment, exercise or defence of legal claims.

Please contact us (using the details set out above) if you would like further information on the specific mechanism we use when transferring your personal data out of the European Territories.

11. YOUR RIGHTS IN RESPECT OF YOUR PERSONAL INFORMATION

In accordance with applicable privacy law, you have the following rights in respect of your personal information that we hold:

- Right of access.** You have the right to obtain access to your personal information (commonly known as a “data subject access request”). This enables you to receive a copy of your personal data which we are processing. We may refuse to comply with a subject access request (partly or wholly where applicable) if the request is: manifestly unfounded or excessive or repetitive in nature; in relation to information in respect of which a claim to legal professional privilege could be maintained in legal proceedings; and/or in respect of information in respect of which we owe a duty of confidentiality to our client.
- Right of portability.** You have the right, in certain circumstances, to receive a copy of the personal information you have provided to us in a structured, commonly used, machine-readable format that supports re-use, or to request the transfer of your personal data to another person.
- Right to rectification.** You have the right to obtain rectification of any inaccurate or incomplete personal information we hold about you without undue delay.
- Right to erasure.** You have the right, in some circumstances, to request for us to erase your personal information without undue delay if the continued processing of that personal information is not justified.

- e. **Right to restriction.** You have the right, in some circumstances, to require us to limit the purposes for which we process your personal information if the continued processing of the personal information in this way is not justified, such as where the accuracy of the personal information is contested by you.
- f. **Right to withdraw consent.** If you have provided consent to any processing of your personal information, you have a right to withdraw that consent. However, this will not affect the lawfulness of any processing carried out before you withdraw your consent. If you withdraw your consent, we may not be able to provide certain products or services to you. We may advise you if this is the case at the time you withdraw your consent.

You also have a right to object to any processing based on our legitimate interests where there are grounds relating to your particular situation. There may be compelling reasons for continuing to process your personal information, and we will assess and inform you if that is the case. You can object to marketing activities for any reason.

Please note that the above rights are not absolute, and we may be entitled to refuse requests, wholly or partly, where exceptions under applicable law apply. We may refuse a request for erasure, for example, where the processing is necessary to comply with a legal obligation or necessary for the establishment, exercise or defence of legal claims.

If you wish to exercise one of these rights, please contact us using the contact details in section 3 of this privacy policy.

You will not have to pay a fee to access your personal data (or to exercise any of the other rights). However, we may charge a reasonable fee if your request is manifestly unfounded, repetitive or excessive. Alternatively, we could refuse to comply with your request in these circumstances.

We may need to request specific information from you to help us confirm your identity and ensure your right to access your personal data (or to exercise any of your other rights). This is a security measure to ensure that personal data is not disclosed to any person who has no right to receive it. We may also contact you to ask you for further information in relation to your request to speed up our response.

We try to respond to all legitimate requests within one month. Occasionally it could take us longer than a month if your request is particularly complex or you have made a number of requests. In this case, we will notify you and keep you updated.

Complaints

You have the right to lodge a complaint to your national data protection authority. If you are in the UK, information on how to contact the Information Commissioner is available at www.ico.org.uk. If you are located in the EU, further information about how to contact your local data protection authority is available at http://ec.europa.eu/justice/data-protection/bodies/authorities/index_en.htm.

We would, however, appreciate the chance to deal with your concerns before you contact the regulator so please contact us (using the contact details in section 3 above). Where we receive a complaint relating to the processing of your personal data, we will acknowledge receipt of the complaint no later than 30 days from when we received the complaint and, without undue delay, take appropriate steps (making enquiries into the subject matter of the complaint, to the extent appropriate) to respond to the complaint, keeping you up-to-date on the progress and informing you of the outcome of the complaint.

12. COOKIES AND SIMILAR TECHNOLOGIES

Our Site uses cookies and similar technologies to distinguish you from other users of our Site. This helps us to provide you with a good experience when you browse our Site and also allows us to improve our Site. For more information on our use of cookies and similar tracking devices, please see our Cookie Policy at Annex 1 below.

13. LINKS TO THIRD PARTY SITES

Our Site may, from time to time, contain links to and from third-party websites. If you follow a link to any of these websites, please note that these websites have their own privacy policies and Fisher Phillips does not accept any responsibility or liability for these policies. Please check these policies before you submit any personal data to these websites.

14. CHILDREN

Our Site is not intended for or directed at children under the age of 16 years and we do not knowingly collect data relating to children under this age.

15. CHANGES TO THIS PRIVACY POLICY

We may update this privacy policy from time to time and so you should review this page periodically. When we change this privacy policy in a material way, we will update the "last modified" date at the end of this privacy policy (see below). Changes to this privacy policy are effective when they are posted on this page.

This privacy policy was last modified on the 1st of June, 2026.

ANNEX 1

COOKIE POLICY

WHAT ARE COOKIES?

Cookies and other similar tracking technologies are small text files or code placed on your device (e.g. computer, smartphone or other electronic device) when you use our Site or view a message. Cookies allow a website to recognise a particular device.

OUR USE OF COOKIES

We use cookies and other similar tracking technologies on the Site and in our marketing emails. These help us recognise you and your device and store some information about your preferences or past actions.

For example, we may monitor how many times you visit the Site, which pages you go to, traffic data, location data and the originating domain name of your internet service provider. This information helps us to build a profile of our users. Some of this data will be aggregated or statistical, which means that we will not be able to identify you individually.

Cookies serve many functions, but in general we use cookies to:

- recognise you whenever you visit the Site (this speeds up your access to the Site as you do not have to log in each time);
- obtain information about your preferences and use of the Site;
- carry out research and statistical analysis to help improve our content and services and to help us better understand our users' requirements; and
- make your online experience more efficient and enjoyable.

INFORMATION ABOUT OUR USE OF COOKIES

We may use the following cookies:

Strictly necessary cookies. These are cookies that are necessary for the operation of our Site. They include, for example, cookies that remember if you have consented to other (non-strictly necessary) cookies.

Analytical or performance cookies. These allow us to recognise and count the number of visitors and to see how visitors move around our Site when they are using it. This helps us to improve the way our Site works, for example, by ensuring that users are finding what they are looking for easily.

Functionality cookies. These are used to recognise you when you return to our Website. This enables us to personalise our content for you and remember your preferences.

COOKIE TABLE

You can find more information about the individual cookies we use and the purposes for which we use them in the table below:

Cookie Name	Cookie Type	Provider	Purpose	Duration
_ga	Analytics or performance	Google Analytics	To distinguish users. Potentially also to serve more effective advertising.	13 months
ga<container-id>	Analytics or performance	Google Analytics	To persist session state. Potentially also to serve more effective advertising.	13 months

For further detail regarding the cookies set by Google, please visit their [website](#).

For further information on how to opt out of Google Analytics, please click [here](#);

OTHER TECHNOLOGIES WE USE IN EMAIL

We also use pixels or web beacons in direct marketing emails that we send to you. These pixels track whether our email was delivered and opened, the links within the email were clicked and which pages of our website you have visited. They also allow us to collect information such as your IP address, browser, email client type and other similar details. We use this information to measure the performance of our email campaigns, and for analytics.

You can always opt-out of our marketing communications by using the “manage your preferences” link located at the bottom of our email communications, or you can email us using the contact details set out below.

CONSENT TO USE COOKIES

Where required according to applicable data privacy laws, we will ask for your permission (consent) to place cookies or other similar tracking technologies on your device, except where exceptions apply under such applicable laws. In particular,

consent is not needed for cookies or tracking technologies which are essential (or 'strictly necessary') to provide the online service.

HOW TO TURN OFF COOKIES

If you do not want to accept cookies, you can change your browser settings so that cookies are not accepted. If you do this, please be aware that you may lose some of the functionality of the Site.

To find out more about cookies, including how to see which cookies have been set and how to manage and delete them, you can visit the third-party website:

www.allaboutcookies.org.

UPDATES TO THIS COOKIES POLICY

We may update this Cookies Policy from time to time in order to reflect, for example, changes to the cookies we use or for other operational, legal or regulatory reasons.

The date at the bottom of this Cookies Policy indicates when it was last updated.

CONTACTING US

If you have any queries, comments or requests regarding this cookie policy, you can contact us using the contact details provided in our privacy policy.

Last updated June 1, 2026.

[Scope and Definitions](#)

[Collection of Personal Information and Sensitive Personal Information](#)

[Categories of Sensitive Personal Information Collected or Processed](#)

[Sources of Personal Information](#)

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[Reasons Why We Collect, Use, Retain, and Disclose Personal Information](#)

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[Do We Sell Your Information?](#)

[Notice of Right to Opt-Out of the Selling and Sharing of Your Information](#)

[Opt-Out Preference Signals](#)

[Notice of Rights of California Residents to Limit the Use of Your Sensitive Personal Information](#)

[Notice of Right to Opt-Out of Profiling, Automated Decision Making, and Targeted Advertising](#)

[U.S. Consumer Privacy Rights](#)

[Submitting a Consumer Request](#)
[Retention of Personal Information](#)
[Co-Branded Services](#)
[Third Party Vendors](#)
[Business Transfers](#)
[Use of AI Technology](#)
[Compliance with Law and Safety](#)
[Use of Cookies, Pixels, and Other Tracking Technologies](#)
[External Links](#)
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[Children Under the Age of 16](#)
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SCOPE AND DEFINITIONS

Fisher & Phillips LLP (the “Firm” or “we”) has developed this privacy policy out of respect for the privacy of our clients and visitors to our website. This policy describes the personal information we collect, use, and disclose about individuals who visit or interact with this website, visit any of our offices or locations, request or receive our legal services, contract with us to provide services, or otherwise interact or conduct business with us.

When you visit our website, we collect certain information automatically through your use and navigation of the site, and additional information that you voluntarily provide when you complete forms, subscribe to our Insights or marketing communications, request information about our services, or use any of the other interactive features of our website. Through these activities, we may collect information that identifies you or relates to your interactions with the website.

Additionally, when you communicate, interact or conduct business with us, whether online or at any of our offices, or as a service provider to the Firm, we may collect personal information from you or about you in the course of our interaction or dealings with you.

The meaning of “Personal Information” may be defined based on your state of residence: in this policy, it means any information that can reasonably be used to

identify an individual.

This privacy policy applies to “Consumers” as defined under various U.S. State consumer privacy laws, and all laws implementing or supplementing, or amending the foregoing, including regulations promulgated thereunder (collectively, “U.S. Privacy Laws”).

This policy does **not** apply to information collected from or about job applicants regarding their application for employment or candidacy. If you are a job applicant, you may access our Job Applicant Notice and Privacy Policy [HERE](#).

This policy does **not** apply to our current and former employees and their family members, dependents, and beneficiaries; if you are a California resident who is a current or former employee of the Firm or a family member, dependent, or beneficiary of any of our current or former employees, you may request access to our Equity Partner and Employee Privacy Policy by sending an email to dataprivacy@fisherphillips.com.

COLLECTION OF PERSONAL INFORMATION AND SENSITIVE PERSONAL INFORMATION

Based on your specific transactions and interactions with us or our website, we will or may collect, and we have in the last 12 months collected, the following categories of Personal Information about you. For each category of information, the categories of third parties and service providers to whom we have disclosed the information in the last 12 months are referenced below. In jurisdictions where required by law, we limit our collection of Personal Information to what is reasonably necessary and proportionate to provide or maintain the services you have requested or reasonably expect in the context of your relationship with us. The examples provided for each category are not intended to be an exhaustive list or an indication of all specific pieces of information we collect from or about you in each category, but rather the examples are to provide you a meaningful understanding of the types of information that may be collected within each category.

Category	Personal Identifiers
Examples	Name, alias, social security number, date of birth, driver’s license or state identification card number, passport number, Firm ID number.
Disclosed To in Last 12 Months	<ul style="list-style-type: none">■ Financial institutions■ Government agencies

- Promotional or other fulfillment vendors
- Marketing support vendors and vendors that support managing or hosting the website
- Communication providers/vendors that facilitate, manage, and send/receive communications on our behalf via email, text/SMS, phone
- Lead providers (referral sources)
- Transaction support vendors (e.g., check guaranty, payment processors)
- Data analytics vendors
- Social media platforms
- Consumer reporting agencies or credit reporting agencies
- Video content hosts and providers
- Consulting and investigation firms, including HR consultants, safety consultants, and workplace investigators
- Security and risk management vendors, including IT, cybersecurity, and privacy vendors and consultants
- Insurance carriers, administrators, and brokers
- Corporate clients (meaning an entity, as opposed to a natural person, that purchases any of our services)
- Our affiliated entities, including parent entities, subsidiaries, and affiliated entities

We May Collect, Process, and Disclose for the Following Business Purposes

- To fulfill or meet the purpose for which you provided the information.
- Marketing and sales activities.
- To process, complete, and maintain records on transactions.
- To schedule, manage and keep track of client appointments.

	<ul style="list-style-type: none"> ■ To respond to inquiries, requests for information, and other communications from clients, prospective clients, and other individuals who contact us. ■ To provide interest-based advertising. ■ To contact you by email, telephone calls, mail, SMS, or other equivalent forms of communication regarding updates or informative communications. ■ To improve user experience on our website. ■ To understand the demographics of our website visitors. ■ To detect security incidents. ■ To protect against malicious or illegal activity and prosecute those responsible. ■ To verify and respond to consumer requests. ■ To prevent identity theft. ■ To monitor security controls for electronic networks. ■ To process client payments. ■ To perform background checks. ■ To allow access to the internet at our properties, stores, or facilities.
<p>Sold To / Shared With</p>	<p>For data collected through our website, we sell certain information to data analytics vendors (not for monetary consideration but for other valuable consideration), and we also share such information with these vendors for cross-context behavioral advertising. For all other data in this category collected through other sources (not through this website), this data is neither sold for monetary or other valuable consideration, nor shared for cross-context behavioral advertising.</p>

Category	Contact Information
Examples	Home, postal or mailing address, email address, home phone number, cell phone number.
Disclosed To in Last 12	<ul style="list-style-type: none"> ■ Financial institutions

Months

- Government agencies
- Promotional or other fulfillment vendors
- Marketing support vendors and vendors that support managing or hosting the website
- Communication providers/vendors that facilitate, manage, and send/receive communications on our behalf via email, text/SMS, phone
- Lead providers (referral sources)
- Transaction support vendors (e.g., check guaranty, payment processors)
- Data analytics vendors
- Social media platforms
- Consumer reporting agencies or credit reporting agencies
- Video content hosts or providers
- Consulting and investigation firms, including HR consultants, safety consultants, and workplace investigators
- Security and risk management vendors, including IT, cybersecurity, and privacy vendors and consultants
- Insurance carriers, administrators, and brokers
- Corporate clients (meaning an entity, as opposed to a natural person, that purchases any of our services)
- Our affiliated entities, including parent entities, subsidiaries, and affiliated entities

We May Collect, Process, and Disclose for the Following Business Purposes

- To fulfill or meet the purpose for which you provided the information.
- Marketing and sales activities.
- To process, complete, and maintain records on transactions.
- To schedule, manage and keep track of client appointments.

	<ul style="list-style-type: none"> ■ To respond to inquiries, requests for information, and other communications from clients, prospective clients, and other individuals who contact us. ■ To provide interest-based advertising. ■ To contact you by email, telephone calls, mail, SMS, or other equivalent forms of communication regarding updates or informative communications. ■ To understand the demographics of our website visitors. ■ To detect security incidents. ■ To protect against malicious or illegal activity and prosecute those responsible. ■ To verify and respond to consumer requests. ■ To prevent identity theft. ■ To monitor security controls for electronic networks. ■ To process client payments. ■ To perform background checks. ■ To allow access to the internet at our properties, stores, or facilities.
<p>Sold To / Shared With</p>	<p>For data collected through our website, we sell certain information to data analytics vendors (not for monetary consideration but for other valuable consideration), and we also share such information with these vendors for cross-context behavioral advertising. For all other data in this category collected through other sources (not through this website), this data is neither sold for monetary or other valuable consideration, nor shared for cross-context behavioral advertising.</p>

Category	Account Information
Examples	Username and password for Firm accounts and systems and any required security or access code, password, security questions, or credentials allowing access to your Firm accounts.
Disclosed To in Last 12	Security and risk management vendors, including IT, cybersecurity, and privacy vendors and consultants

Months	
We May Collect, Process, and Disclose for the Following Business Purposes	<ul style="list-style-type: none"> ■ To grant access to Firm accounts and systems ■ To ensure security of Firm data accessed through Firm account and systems
Sold To / Shared With	Not sold for monetary or other valuable consideration. Not shared for cross-context behavioral advertising.

Category	Protected Classifications
Examples	Race, ethnicity, national origin, sex, gender, sexual orientation, gender identity, religious or philosophical beliefs, age, disability, medical or mental condition, military status, familial status, union membership.
Disclosed To in Last 12 Months	<ul style="list-style-type: none"> ■ Financial institutions ■ Government agencies ■ Corporate clients (meaning an entity, as opposed to a natural person, that purchases any of our services)
We May Collect, Process, and Disclose for the Following Business Purposes	<ul style="list-style-type: none"> ■ To report applicant demographics to government agencies ■ Marketing activities ■ For marketing and sales activity, relating to promotional events ■ For client service-related activities
Sold To / Shared With	Not sold for monetary or other valuable consideration. Not shared for cross-context behavioral advertising.

Category	Biometric Data
Examples	Fingerprints, retina scans, facial recognition, handprint.
Disclosed To in Last 12 Months	Not disclosed other than to the vendor we engaged to process this data.

We May Collect, Process, and Disclose for the Following Business Purposes	<ul style="list-style-type: none"> ■ Identity verification
Sold To / Shared With	Not sold for monetary or other valuable consideration. Not shared for cross-context behavioral advertising.

Category	Commercial or Transactional Data
Examples	Information regarding services provided
Disclosed To in Last 12 Months	<ul style="list-style-type: none"> ■ Financial institutions ■ Promotional or other fulfillment vendors ■ Marketing support vendors and vendors that support managing or hosting the website ■ Communication providers/vendors that facilitate, manage, and send/receive communications on our behalf via email, text/SMS, phone ■ Lead providers (referral sources) ■ Transaction support vendors (e.g., check guaranty, payment processors)\ ■ Security and risk management vendors, including IT, cybersecurity, and privacy vendors and consultants ■ Insurance carriers, administrators, and brokers ■ Corporate clients (meaning an entity, as opposed to a natural person, that purchases any of our services) ■ Our affiliated entities, including parent entities, subsidiaries, and affiliated entities
We May Collect, Process, and Disclose for	<ul style="list-style-type: none"> ■ To fulfill or meet the purpose for which you provided the information.

the Following Business Purposes	<ul style="list-style-type: none"> ■ Marketing and sales activities ■ To process, complete, and maintain records on transactions. ■ To respond to inquiries, requests for information, and other communications from clients, prospective clients, and other individuals who contact us to provide interest-based advertising. ■ To verify and respond to consumer requests. ■ To process client payments.
Sold To / Shared With	Not sold for monetary or other valuable consideration. Not shared for cross-context behavioral advertising.

Category	Financial and Payment Information
Examples	Billing contact details, payment records, bank account or wire transfer information, credit card or other payment method details (where provided for payment), and other information necessary to process payments for legal services or related expenses including information necessary to process reimbursements, retainers, or client matter expenses.
Disclosed To in Last 12 Months	<ul style="list-style-type: none"> ■ Financial institutions ■ Government agencies ■ Consumer reporting agencies or credit reporting agencies ■ Corporate clients (meaning an entity, as opposed to a natural person, that purchases any of our services)
We May Collect, Process, and Disclose for the Following Business Purposes	<ul style="list-style-type: none"> ■ Assessing financial eligibility for payment arrangements associated with the Firm's services, including obtaining limited credit information through third-party providers where appropriate.
Sold To / Shared With	Not sold for monetary or other valuable consideration. Not shared for cross-context behavioral advertising.

Category	Internet Network and Computer Activity, Mobile Device Data
Examples	Date and time of your visit to this website; webpages visited; links clicked on the website; session identifiers; browser ID; browser type and characteristics; device ID and characteristics or attributes; referring URLs; mobile phone make, model and serial number; mobile service provider; operating system; form information downloaded; domain name from which our site was accessed; search history; interaction-level telemetry; cookies; and internet or other electronic network activity information related to usage of Firm networks, servers, intranet, or shared drives, as well as Firm-owned computers and electronic devices, including system and file access logs, security clearance level, browsing history, search history, and usage history.
Disclosed To in Last 12 Months	<ul style="list-style-type: none"> ▪ Marketing tracking and retargeting vendors and vendors that support managing or hosting the website ▪ Transaction support vendors (e.g., check guaranty, payment processors) ▪ Data analytics vendors ▪ Behavior analytics vendors ▪ Video content hosts and platforms ▪ Social media platforms (e.g., Facebook, LinkedIn) ▪ Ad Trackers (e.g., Google Ads) ▪ Security and risk management vendors, including IT, cybersecurity, and privacy vendors and consultants
We May Collect, Process, and Disclose for the Following Business Purposes	<ul style="list-style-type: none"> ▪ To fulfill or meet the purpose for which you provided the information. ▪ To engage in marketing and sales activities. ▪ To process, complete, and maintain records on transactions. ▪ To schedule, manage and keep track of client appointments. ▪ To respond to inquiries, requests for information, and other communications from clients, prospective clients, and other individuals who contact us to provide interest-based advertising.

	<ul style="list-style-type: none"> ■ To process for targeted advertising. ■ To improve user experience on our website. ■ To understand the demographics of our website visitors. ■ To detect security incidents. ■ To protect against malicious or illegal activity and prosecute those responsible. ■ To monitor security controls for electronic networks. ■ To allow access to the internet at our properties, stores, or facilities.
Sold To / Shared With	<p>For data in this category collected through our website, we sell certain information (not for monetary consideration but for other valuable consideration) to data analytics vendors, behavior analytics vendors, social media platforms, video content hosts and platforms, Ad Trackers, and other marketing, tracking, and retargeting vendors or providers, including, for example, Google Analytics, Google, Google Ads, Bing, Facebook, LinkedIn, and ZoomInfo, and we also share the data with these third parties for cross-context behavioral advertising. For all other data in this category collected through other sources (not through this website), this data is neither sold for monetary or other valuable consideration, nor shared for cross-context behavioral advertising.</p>

Category	Form and other Electronic Submission Data
Examples	Data submitted through the website, including Contact Us forms, and search bar queries.
Disclosed To in Last 12 Months	<ul style="list-style-type: none"> ■ Government agencies ■ Promotional or other fulfillment vendors ■ Marketing, tracking, and retargeting vendors and vendors that support managing or hosting the website ■ Communication providers/vendors that facilitate, manage, and send/receive communications on our behalf via email, or text/SMS, phone

	<ul style="list-style-type: none"> ■ Lead providers (referral sources) ■ Transaction support vendors (e.g., check guaranty, payment processors) ■ Behavior analytics vendors ■ Video content hosts and platforms ■ Social media platforms (e.g., Facebook, LinkedIn) ■ Ad Trackers (e.g., Google Ads) ■ Consulting and investigation firms, including HR consultants, safety consultants, and workplace investigators ■ Security and risk management vendors, including IT, cybersecurity, and privacy vendors and consultants
<p>We May Collect, Process, and Disclose for the Following Business Purposes</p>	<ul style="list-style-type: none"> ■ To fulfill or meet the purpose for which you provided the information ■ To engage in marketing and sales activities. ■ To process, complete, and maintain records on transactions. ■ To schedule, manage and keep track of client appointments. ■ To respond to inquiries, requests for information, and other communications from clients, prospective clients, and other individuals who contact us to provide interest-based advertising. ■ To process for targeted advertising. ■ To improve user experience on our website. ■ To understand the demographics of our website visitors. ■ To detect security incidents. ■ To protect against malicious or illegal activity and prosecute those responsible. ■ To monitor security controls for electronic networks. ■ To allow access to the internet at our properties or facilities.

Sold To or Shared With	For data collected through our website, we sell certain information (not for monetary consideration but for other valuable consideration) to data analytics vendors, behavior analytics vendors, social media platforms, video content hosts and platforms, Ad Trackers, and other marketing, tracking, and retargeting vendors or providers, including, for example, Google Analytics, Google, Google Ads, Bing, Facebook, LinkedIn, and ZoomInfo, and we also share such information with these third parties for cross-context behavioral advertising. For all other data in this category collected through other sources (not through this website), this data is neither sold for monetary or other valuable consideration, nor shared for cross-context behavioral advertising.
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Category	Geolocation Data
Examples	IP address and/or GPS location.
Disclosed To in Last 12 Months	<ul style="list-style-type: none"> ■ Behavior analytics vendors ■ Video content hosts and platforms ■ Social media platforms (e.g., Facebook, LinkedIn) ■ Ad Trackers (e.g., Google Ads) ■ Marketing, tracking, and retargeting vendors and vendors that support managing or hosting the website ■ Security and risk management vendors, including IT, cybersecurity, and privacy vendors and consultants
We May Collect, Process, and Disclose for the Following Business Purposes	<ul style="list-style-type: none"> ■ To fulfill or meet the purpose for which you provided the information. ■ To engage in marketing and sales activities. ■ To provide interest-based advertising. ■ To process for targeted advertising. ■ To understand the demographics of our website visitors. ■ To detect security incidents.

	<ul style="list-style-type: none"> ■ To protect against malicious or illegal activity and prosecute those responsible. ■ To monitor security controls for electronic networks.
Sold To / Shared With	For data collected through our website, we sell certain information (not for monetary consideration but for other valuable consideration) to data analytics vendors, behavior analytics vendors, social media platforms, video content hosts and platforms, Ad Trackers, and other marketing, tracking, and retargeting vendors or providers, including, for example, Google Analytics, Google, Google Ads, Bing, Facebook, LinkedIn, and ZoomInfo, and we also share such information with these third parties for cross-context behavioral advertising. For all other data in this category collected through other sources (not through this website), this data is neither sold for monetary or other valuable consideration, nor shared for cross-context behavioral advertising.

Category	Video Content Analytics Information
Examples	Video content hosts and platforms that may collect or receive user interaction data when videos are played, paused, or viewed on our Site.
Disclosed To in Last 12 Months	Third-party platforms that host or stream videos.
We May Collect, Process, and Disclose for the Following Business Purposes	<ul style="list-style-type: none"> ■ To embed and display video content hosted on third-party platforms. ■ To enable user interaction with hosted video content. ■ To provide interest-based advertising. ■ To process for targeted advertising. ■ To improve user experience on our Site. ■ To understand the demographics of our Site visitors.
Sold To / Shared With	For data collected through our website, we sell certain information (not for monetary consideration but for other valuable consideration) to data analytics vendors, behavior analytics vendors, social media platforms, video content hosts and platforms, Ad Trackers, and other marketing, tracking, and retargeting vendors or providers, including, for example, Google Analytics, Google, Google

Ads, Bing, Facebook, LinkedIn, and ZoomInfo, and we also share such information with these third parties for cross-context behavioral advertising.

Category	Visual, Audio, or Video Recordings
Examples	Your image when recorded or captured in surveillance camera footage or pictures of you taken on our premises or at our events or that you share with us; audio recordings of calls and virtual meetings as disclosed to you at the time of the call.
Disclosed To in Last 12 Months	<ul style="list-style-type: none"> ■ Consulting and investigation firms, including human resources consultants, safety consultants, and workplace investigators ■ Security and risk management vendors, including IT, cybersecurity, and privacy vendors and consultants ■ AI call recording vendors whom we engage to record, transcribe, summarize, and process calls or meetings
We May Collect, Process, and Disclose for the Following Business Purposes	<ul style="list-style-type: none"> ■ To fulfill or meet the purpose for which you provided the information. ■ To detect security incidents. ■ To protect against malicious or illegal activity and prosecute those responsible. ■ We engage an AI vendor to record, transcribe, summarize, and process calls or meetings and integrate the data into our database, and the vendor may use the recording and transcripts for purposes consistent with the services they provide and, if they anonymize the data, they can then use it to train their AI model.
Sold To / Shared With	Not sold for monetary or other valuable consideration. Not shared for cross-context behavioral advertising.

Category	Facility & Systems Access Information
Examples	Information identifying you, if you accessed our secure Firm facilities, systems, networks, computers, and equipment, and at what times, using keys, badges, fobs, login credentials, or other security access method.

Disclosed To in Last 12 Months	Security and risk management vendors, including IT, cybersecurity, and privacy vendors and consultants
We May Collect, Process, and Disclose for the Following Business Purposes	<ul style="list-style-type: none"> ■ To grant access to facilities and systems. ■ To detect security incidents. ■ To protect against malicious or illegal activity and prosecute those responsible.
Sold To / Shared With	Not sold for monetary or other valuable consideration. Not shared for cross-context behavioral advertising.

Category	Inferences
Examples	Based on analysis of your activity on the website, we may develop inferences regarding your interests and preferences for our services including your potential to purchase a specific service.
Disclosed To in Last 12 Months	Not Disclosed.
We May Collect, Process, and Disclose for the Following Business Purposes	<ul style="list-style-type: none"> ■ To fulfill or meet the purpose for which you provided the information. ■ To respond to inquiries, requests for information, and other communications from clients, prospective clients, and other individuals who contact us. ■ To provide interest-based advertising. ■ To process for targeted advertising.
Sold To / Shared With	Not sold for monetary or other valuable consideration. Not shared for cross-context behavioral advertising.

CATEGORIES OF SENSITIVE PERSONAL INFORMATION COLLECTED OR PROCESSED

Of the above categories of Personal Information, the following are categories of "Sensitive Personal Information" the Firm may collect from or about consumers:

1. Personal Identifiers (social security number, driver's license or state identification card number, passport number)
2. Account Information (your Firm account log-in, in combination with any required security or access code, password, or credentials allowing access to the account)
3. Protected Classifications (racial or ethnic origin, religious or philosophical beliefs, union membership, or sexual orientation)
4. Biometric or Genetic Information (used for the purpose of uniquely identifying you)
5. Medical and Health Information
6. Contents of Personal Communications (contents of mail, email, and text messages where the Firm is not the intended recipient)
7. Personal data revealing race, racial or ethnic origin, religious beliefs, sex, sexual orientation, gender, age, military status, familial status, disability, or medical, mental, or physical health condition or diagnosis.
8. Personal data collected from a known child

Personal information does not include:

- Publicly available information from government records.
- Information that a business has a reasonable basis to believe is lawfully made available to the general public by the consumer, independent contractor, or applicant, or from widely distributed media.
- Information made available by a person to whom the consumer, independent contractor, or applicant has disclosed the information if the consumer, independent contractor, or applicant has not restricted the information to a specific audience.

- Deidentified or aggregated information.

SOURCES OF PERSONAL INFORMATION

We may collect your Personal Information from the following sources:

- You the consumer, when you visit the website and voluntarily submit information through forms on the website or social media, when you visit any of our physical locations, when you purchase or inquire about any of our or services.
- Our employees, contractors, vendors, suppliers, guests, visitors, other consumers, and clients based on your interactions with them (if any)
- Our affiliates, including parent entities, subsidiaries, and affiliated entities
- We utilize cookies to automatically collect information about our website visitors
- Surveillance cameras at our physical locations
- Lead generators and referral sources
- Credit and consumer reporting agencies
- Social media platforms
- Firm systems, networks, software applications, and databases you log into or use
- Third-party client databases
- Our affiliated entities, including parent entities, subsidiaries, and affiliated entities

TO WHOM WE DISCLOSE PERSONAL INFORMATION

We may disclose, sell, or share your Personal Information to/with the following categories of service providers, contractors, or third parties:

- Financial institutions
- Government agencies
- Promotional or other fulfilment vendors

- Marketing, tracking, and retargeting vendors and vendors that support managing or hosting the website.
- Communication providers/vendors that facilitate, manage, and send/receive communications on our behalf via email, text/SMS, phone, or that record, transcribe, summarize, or process phone calls and meetings
- Lead providers (referral sources)
- Transaction support vendors (e.g., check guaranty, payment processors including invoice payments)
- Behavior analytics vendors
- Video content hosts and platforms
- Social media platforms (e.g., Facebook, LinkedIn)
- Ad trackers (e.g., Google Ads)
- Consumer reporting agencies or credit reporting agencies
- Consulting and investigation firms, including HR consultants, safety consultants, and workplace investigators
- Security and risk management vendors, including IT, cybersecurity, and privacy vendors and consultants
- Insurance carriers, administrators, and brokers
- Corporate clients (meaning an entity, as opposed to a natural person, that purchases any of our services)
- Our affiliates, including parent entities, subsidiaries, and affiliated entities

REASONS WHY WE COLLECT, USE, RETAIN, AND DISCLOSE PERSONAL INFORMATION

We may collect, use, and disclose your Personal Information for any of the following purposes:

1. To fulfill or meet the purpose for which you provided the information, or a purpose reasonably associated with the context in which you provided the information and

consistent with reasonable consumer expectations.

2. To provide you or our clients with the requested services.
3. To process, complete, and maintain records on transactions.
4. To retain your selection for Text opt in/opt out to ensure consumers who opted out are not sent any text messages.
5. To schedule, manage and keep track of client appointments.
6. To respond to inquiries, requests for information, and other communications from clients, prospective clients, and other individuals who contact us.
7. To provide interest-based and targeted advertising.
8. To comply with our contractual obligations to our marketing partners and vendors.
9. To engage in corporate transactions, including mergers, acquisitions, and joint ventures, as well as due diligence in proposed or pending corporate transactions.
10. To contact you by email, telephone calls, mail, SMS, or other equivalent forms of communication regarding updates or informative communications related to the functionalities, services, or other information you requested or asked the Firm to provide to you.
11. To embed and display video content hosted on third-party platforms.
12. To enable user interaction with hosted video content.
13. To improve user experience on our website.
14. To understand the demographics of our website visitors.
15. To detect security incidents.
16. To debug, identify, and repair errors that impair existing intended functionality of our website.
17. To protect against malicious or illegal activity and prosecute those responsible.
18. To verify and respond to consumer requests.
19. To prevent identity theft.

EMAIL TRACKING NOTICE

When you receive an email from us, we may use tracking technologies to gather certain information about your interaction with the email. Specifically, we may collect whether you open the email; the time and date when you open it; and the Internet Protocol (IP) address of the device used to open the email.

We use this information to help us understand how our emails are received and used, so we can improve content, deliverability, and relevance.

This tracking is done automatically using a small, often invisible image (sometimes called a "tracking pixel") embedded in the email or similar methods.

If you prefer not to have this information tracked, you may disable automatic image loading in your email client or use settings/tools that block tracking pixels. Additionally, unsubscribing from our email list will stop further emails (and thus tracking) from us.

DO WE SELL YOUR INFORMATION?

We do **NOT** and will not sell or share your Personal Information in exchange for monetary consideration. However, we may sell or share some of your information to third parties for other valuable consideration, as noted in the table above.

We may sell or share your Personal Information for the following business or commercial purposes:

1. Marketing Purposes
2. Data Analytics Purposes

Other than these exceptions, we do not and will not disclose your Personal Information to any third party in exchange for monetary or other valuable consideration or share your Personal Information for cross-context behavioral advertising.

NOTICE OF RIGHT TO OPT-OUT OF THE SELLING AND SHARING OF YOUR INFORMATION

Depending on the state where you reside, you may have the right to tell us NOT to sell or share your Personal Information. You have the full and free right to opt-out of our disclosure of your Personal Information to any third parties where the disclosure constitutes “selling” or “sharing” as defined by specific state laws. You may exercise your right to opt-out without fear of discrimination for doing so. To opt-out of our selling and sharing of your information, meaning we will not disclose your information to third parties for any monetary or other valuable consideration, you can do any of the following: Click [HERE](#) to be taken to an online opt-out submission form. Visit our website at: <https://www.fisherphillips.com>. Click on “Do Not Sell or Share My Personal Information” to be taken to an online submission form.

- You can use a Global Privacy Controls (GPC) signal. Fisher & Phillips will process opt-out preferences from GPC signals, which are in formats commonly used and recognized by businesses, such as an HTTP field header, as requests to opt-out of sale or sharing. The GPC signal opt-out will only apply to the browser you are using on your device; it will not apply to other browsers and/or devices to which GPCs are not activated or to offline sales.
- If you are unable to submit an opt-out through any of the above methods, please call our toll-free privacy line at 1-800-243-1292 for assistance and a representative will assist in meeting your needs.

You can have an authorized agent submit a request on your behalf. To submit an opt-out through use of an authorized agent, you must provide that agent with written permission signed by you to submit an opt-out on your behalf, except when using an opt-out preference signal. The authorized agent may call our toll-free privacy line at 1-800-243-1292 to make the opt-out request and for directions for submitting the proof of authorization and the authorized agent’s proof of identification to the Firm. We maintain the right to deny any request from an authorized agent that does not submit sufficient proof that they have been authorized by you to act on your behalf.

A request to opt-out need not be a verifiable consumer request. However, we may deny a request to opt-out if we have a good faith, reasonable, and documented belief that a request to opt-out is fraudulent. If we deny your request to opt-out, we shall inform you of our decision not to comply and provide an explanation as to why we believe the request is fraudulent.

OPT-OUT PREFERENCE SIGNALS

Opt-out preference signals provide consumers with a simple and easy-to-use method by which to exercise the right to opt-out of the selling and sharing of their information. Global Privacy Controls (GPC) or Universal Opt-Out Mechanism (UOOM) are user-enabled opt-out preference signals which can communicate a user's "Do Not Sell or Share" request on behalf of the person or device. We will process opt-out preferences from GPC and UOOM signals which are in formats commonly used and recognized by businesses, such as an HTTP field header. We will treat a consumer's use of GPCs or UOOMs as a valid request to opt-out of the selling and sharing of information for that browser. We currently do not connect browser use to particular consumers and, as such, you will need to use GPCs or UOOMs on all browsers in which you access our website and use our opt-out form to opt-out of offline sales.

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. We do not respond to DNT signals or other mechanisms (with the exception of GPCs and UOOMs) that provide a choice regarding the collection of Personal Information about activities over time and across different websites or online services. We encourage users who have DNTs to use GPCs or UOOMs.

NOTICE OF RIGHTS OF CALIFORNIA RESIDENTS TO LIMIT THE USE OF YOUR SENSITIVE PERSONAL INFORMATION

We do not use or disclose your sensitive Personal Information for purposes that give rise to a right to limit the use and disclosure of your Sensitive Personal Information under the California Consumer Privacy Act (CCPA).

NOTICE OF RIGHT TO OPT-OUT OF PROFILING, AUTOMATED DECISION MAKING, AND TARGETED ADVERTISING

Depending on your state of residence, you may have the right to opt out of targeted advertising and selling of your data. You may submit a request to exercise this right by submitting a request through one of the two options provided in the "[Submitting a Consumer Request](#)" section below.

We may create a profile regarding your interests and preferences for our services including your potential to purchase a service. For job applicants or independent contractors, we may create a profile regarding predispositions, behavior, attitudes, intelligence, abilities, and aptitudes for recruiting and hiring assessments and decisions. Depending on your state of residence, you may have the right to opt out of profiling in furtherance of decisions that produce legal or similarly significant effects.

U.S. CONSUMER PRIVACY RIGHTS

Under the applicable U.S. Privacy Laws, depending on state of residence, Consumers may have the following rights, which can be exercised directly or, in certain cases, through an authorized agent:

<p>Right to Know</p>	<p>You may, depending on your state of residence, have the right to request, (1) the categories of Personal Information we have collected about you, (2) the categories of sources from which the Personal Information was collected, (3) the business or commercial purpose for collecting, selling, or sharing this information, (4) the categories of third parties with whom we share or have shared your Personal Information, (5) as applicable, the categories of Personal Information that we have sold or shared about you and the categories of third parties to whom the Personal Information was sold or shared, by category or categories of Personal Information for each category of third parties to whom the Personal Information was sold or shared, (6) the categories of Personal Information that we have disclosed about you for a business purpose and the categories of persons to whom it was disclosed for a business purpose, (7) a list of the specific third parties to whom we sell personal data, and (8) the reasons behind any profiling decisions made about you, the data used in making those decisions, and the actions you can take to secure a different decision in the future.</p>
<p>Right to Access</p>	<p>You may, depending on your state of residence, have the right, in certain circumstances, to receive a copy of the Personal Information you have provided to us in a structured, commonly used, machine-readable format that supports re-use, or to request the transfer of your Personal Information to another person.</p>
<p>Right to Portability</p>	<p>You may, depending on your state of residence, have the right, in certain circumstances, to receive a copy of the Personal Information you have provided to us in a structured, commonly</p>

	used, machine-readable format that supports re-use, or to request the transfer of your Personal Information to another person.
Right to Confirm	You may, depending on your state of residence, have the right to confirm if we are processing your Personal Information and to access your Personal Information, as just stated above.
Right to Delete	You may, depending on your state of residence, have the right to request that we delete Personal Information that we collected from you, subject to certain exceptions.
Right to Correct	You may, depending on your state of residence, have the right to request we correct inaccurate Personal Information (to the extent such an inaccuracy exists) that we maintain about you.
Right to Opt-Out	You may, depending on your state of residence, have the right to opt-out of certain uses or disclosures of your Personal Information, including opting out of the selling of your Personal Information or the sharing of such information for cross-context behavioral advertising purposes. To learn more about this right and how to exercise it, please refer to the detailed discussion in the section above.
Right to Limit Sensitive Personal Information Processing	You may, depending on your state of residence, have the right to direct businesses to limit their use and disclosure of Sensitive Personal Information if we use or disclose it beyond certain internal business purposes. Where applicable, we will treat such a request as a revocation of any consent that you may have provided to your processing of Sensitive Personal Information.
Right to Non-Discrimination	You have the right to not be discriminated or retaliated against for exercising any of the above rights.
Right to Appeal	You may, depending on your state of residence, have the right to appeal our refusal to take action on a request.

SUBMITTING A CONSUMER REQUEST

You can submit any of the above types of consumer requests through either of the options below:

1. Submit an online request on our website by clicking [HERE](#) (for U.S.) and [HERE](#) (for non-U.S.).

2. Call our privacy toll-free line at 1-800-243-1292.

How We Will Verify That It Is Really You Submitting the Request:

When you submit a Right to Know, Right to Access, Right to Delete, or Right to Correct request through one of the methods provided above, we will need to confirm your state of residence to determine which rights apply and then we will need to verify your identity.

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. This process may require us to request additional Personal Information from you, including, but not limited to, your first name, last name, email address, phone number, state/province of residence, and/or country. During verification, we will only request the minimum Personal Information necessary to correctly identify you for the purpose of fulfilling your request.

In certain circumstances, we may decline a request to exercise the rights described above, particularly where these rights are not available in your state, or when we are unable to verify your identity or locate your information in our systems. If we are unable to comply with all or a portion of your request, we will explain the reasons for declining to comply with your request.

Designated Authorized Agent:

You may, depending on your state of residence, have the right to designate an authorized agent to submit one of the above requests on your behalf. To do so, you must either (a) execute a valid, verifiable, and notarized power of attorney or (b) provide other written, signed authorization that we can then verify. We maintain the right to deny any request from an authorized agent that does not submit sufficient proof that they have been authorized by you to act on your behalf.

RETENTION OF PERSONAL INFORMATION

We will retain each category of Personal Information in accordance with our established data retention policy and practice. In deciding how long to retain each category of Personal Information that we collect, we consider many criteria, including but not limited to the business purposes for which the Personal Information was collected; relevant federal, state and local recordkeeping laws; applicable

statute of limitations for claims to which the information may be relevant; and legal preservation of evidence obligations.

We apply our data retention procedures on an annual basis to determine if the business purposes for collecting the Personal Information, and legal reasons for retaining the Personal Information, have both expired. If so, we will purge the information in a secure manner.

CO-BRANDED SERVICES

From time to time, we may enter an arrangement with another company that is not owned by or affiliated with us to provide additional features on the Website. These arrangements may include business partners, sponsors, and co-branded online services (referred to here as “co-branded services”). Any information, including Personal Information, that you provide on one of these co-branded services may be shared with these partners. By participating in activities or providing your information on these co-branded services, you consent to our providing your information to those partners. Separate privacy policies may apply to these partners’ uses of your Personal Information.

THIRD PARTY VENDORS

We may use other companies and individuals to perform certain functions on our behalf. Examples include administering e-mail services and running special promotions. Such parties only have access to the Personal Information needed to perform these functions and may not use or store the information for any other purpose.

BUSINESS TRANSFERS

In the event we sell or transfer a particular portion of its business assets, information of consumers, contractors and applicants may be one of the business assets transferred as part of the transaction. If substantially all of our assets are acquired,

information of consumers, contractors and applicants may be transferred as part of the acquisition.

USE OF AI TECHNOLOGY

As part of our commitment to providing efficient and high-quality legal services, the Firm may, when appropriate, use a variety of artificial intelligence technologies (“AI”) to assist with tasks that support the delivery of our legal services. These tools may help improve efficiency, accuracy, and overall quality when processing information provided by users or clients.

When you interact with our website or provide information to the Firm, that information may, where appropriate, be processed using AI tools under the Firm’s direction. The Firm applies its data protection, confidentiality, and information management standards to the data provided to, processed by, or generated through AI and uses such tools in a manner designed to protect client confidentiality and comply with applicable professional and legal obligations.

COMPLIANCE WITH LAW AND SAFETY

We may disclose specific personal and/or Sensitive Personal Information based on a good faith belief that such disclosure is necessary to comply with or conform to the law or that such disclosure is necessary to protect our employees or the public.

USE OF COOKIES, PIXELS, AND OTHER TRACKING TECHNOLOGIES

Our website may store or retrieve information on your browser, mostly in the form of cookies. A cookie is a small piece of data (text file) that a website – when visited by a user – places on the user’s device to remember information about the user, such as the user’s language preference or login information.

This type of cookie is set by us and is referred to as a “first-party cookies.” Our website uses first-party cookies primarily to make the website work as you expect it to. For example, we use the information we collect through first-party cookies to allow you to navigate between pages efficiently, analyze how well our website is performing, and understand the content that you spent the most time reviewing. In

some cases, we use first-party cookies to store information that we use for targeted advertising.

We also incorporate cookies and similar technologies, such as pixels, tags, and web beacons, from outside our website's domain ("third-party cookies"). Third-party cookies gather information to enable our vendors to provide a range of services to us, including targeted advertising and measuring the success of our advertising campaigns.

Below is a detailed list of the categories of first- and third-party cookies we use on our website. You can prevent the collection of data by non-essential performance, functional, and marketing cookies by clicking on the cookie icon in the lower left of our website and toggling off the related functionality.

How We Use Cookies

We make use of cookies under the following circumstances and for the following reasons:

- Provide you with services available through the website and to enable you to use some of its features
- Authenticate users and prevent fraudulent use of user accounts
- Identify if users have accepted the use of cookies on the website
- Compile data about website traffic and how users use the website to offer a better website experience
- Understand and save visitor preferences for future visits, such as remembering your login details or language preference, to provide you with a more personal experience, or to avoid you having to re-enter your preferences every time you use the website
- Track your browsing habits to enable us to show advertising which is more likely to be of interest to you, including advertising by third parties on our website

Essential Cookies

Essential cookies are necessary for the website to function and cannot be switched off in our systems. They are usually only set in response to actions made by you which amount to a request for services, such as setting your privacy preferences, logging in or filling in forms. You can set your browser to block or alert you about these cookies, but blocking these cookies will prevent the website from working correctly or might prevent the website from working at all.

Non-Essential Cookies

Non-Essential cookies are not essential to the website functionality but serve some other unique purpose in three subcategories:

1. **“Performance” cookies** (sometimes referred to as static cookies) collect information about the user’s behavior on the website without collecting Personal Information, for example:
 - Pages the user visits.
 - Ads the user views.
 - Ads or site features that the user clicks.
2. **“Functional” cookies** (sometimes called preference cookies) track and remember the user’s preferences and past choices on the website to provide a personalized user experience. For example, functional cookies can collect:
 - Usernames
 - Passwords
 - Regions
3. **“Targeting” cookies** (sometimes called preference cookies) can track:
 - Content the user views
 - Links the user follows
 - The user’s browser and device information and IP address

Please note: Organizations can use targeting cookies to track and influence users by building user profiles or displaying advertisements.

Information on Some of the Cookies in Use on our Site

For information on some of the cookies we use on our site and apps, please review the policies from some of our vendors:

- [Google Analytics](#)
- [Meta/Facebook](#)

Cookie Management

You can control and manage cookies associated with your browser. If you are interested in controlling and managing cookies from your browser including any set by our Website, please refer to <http://www.allaboutcookies.org/manage-cookies/index.html> for information on different ways to configure your browser's cookie settings.

If you want to clear all cookies left behind by the websites you have visited, here are links where you can download three third party programs that clean out tracking cookies.

- <https://www.adaware.com/ad-blocker/>
- <http://www.spybot.info/en/download/index.html>
- <http://www.webroot.com/consumer/products/spysweeper/>

You may delete cookies from your web browser at any time or block cookies on your equipment, but this may affect the functioning of or even block the website. You can prevent saving of cookies (disable and delete them) by changing your browser settings accordingly at any time. It is possible that some functions will not be available on our website when use of cookies is deactivated. Check the settings of your browser. Below you can find some guidance:

- [Safari](#)
- [Opera](#)
- [Internet Explorer](#)
- [Google Chrome](#)
- [Mozilla](#)

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. We do not respond to DNT signals (with the exception of Global Privacy Controls as explained above in the section of this policy on "Opt-Out Preference Signals").

You can adjust your advertising preferences on mobile devices through your device settings. Below you can find some guidance based on your type of mobile device:

- [Apple](#)
- [Android](#)

DAA

Many advertising companies that collect information for interest-based advertising are members of the Digital Advertising Alliance (DAA) which maintains self-regulatory programs along with websites where people can opt out of interest-based advertising from their members. To opt-out of website interest-based advertising visit the DAA's opt-out portal available at <http://optout.aboutads.info/>. To opt-out of data collection for interest-based advertising across mobile applications by participating companies, download the DAA's AppChoices mobile application opt-out offering found here: <https://youradchoices.com/appchoices>.

Non-Participant Opt-Out Options

- Some of our vendors do not participate in the DAA self-regulatory program for online behavioral advertising or have developed their own processes for allowing consumers to opt-out: <https://branch.app.link/optout>
- Some devices and apps do not have access to web-based browser cookie opt-outs. To learn more about the advertising opt-outs provided by your mobile device's operating system (like iOS and Android) or the device manufacture, click [here](#).

EXTERNAL LINKS

Our website contains links to other sites. We are not responsible for the privacy practices or the content of such websites. To help ensure the protection of your privacy, we recommend that you review the Privacy Policy of any site you visit via a link from our website.

PASSWORDS

The personal data record created through your registration with our website can only be accessed with the unique password associated with that record. To protect the integrity of the information contained in this record, you should not disclose or otherwise reveal your password to third parties.

CHILDREN UNDER THE AGE OF 16

We do not knowingly sell or share the Personal Information of consumers under 16 years of age.

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:

- 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.
- We keep automatically collected data and voluntarily collected data separate at all times.
- We use internal encryption on all data stores that house voluntarily captured data.

INTERNATIONAL VISITORS

Fisher Phillips collects and transfers personal data from individuals in several countries, including Canada, Mexico, Japan, the United Kingdom, and the European Union. Our privacy practices are designed to comply with applicable data protection laws in each region.

Data Rights for Residents of the EEA, EU, UK, and Switzerland: If you live in the European Economic Area, European Union, United Kingdom, or Switzerland and have submitted personal data to Fisher Phillips, you have specific rights under local data protection laws. These rights include:

- Requesting access to your information,
- Requesting corrections or deletion,
- Restricting or objecting to the processing of your data, and

- Requesting the transfer (portability) of your information.

To exercise these rights, please email your request to dataprivacy@fisherphillips.com and specify the right you wish to exercise. We will respond within one month of receipt, unless a longer period is allowed by law. If you believe your rights under the General Data Protection Regulation (GDPR) have been infringed, you have the right to file a complaint with your local data protection supervisory authority.

Data Rights for Residents of Japan: If you are a resident of Japan and have provided personal data to Fisher Phillips, you may:

- Request access to your data
- Request correction or deletion of your information,
- Request discontinuation of use or disclosure to third parties, and
- Obtain records related to cross-border transfers of your data Inquire about our security management measures for your data

To exercise these rights, please email your request to dataprivacy@fisherphillips.com and specify the right you wish to exercise. We will respond promptly and in accordance with the Act on the Protection of Personal Information (APPI).

How Fisher Phillips Handles Personal Data

We do not use automated decision-making or profiling in the processing of personal data as a matter of policy.

Here's how we handle that information:

For Employment Support

We work with US companies to help them hire international employees. We collect identifying information, personal history, and contact details about these individuals. This information is transferred to the US and shared with cloud service providers, benefit providers, and payroll processors.

Legal Basis: The organization operates pursuant to contractual obligations concerning the handling of your Personal Information. For individuals residing in Japan, explicit consent is obtained prior to any transfer of employment-related Personal Information outside of Japan and are provided with information about the privacy and data protection laws and safeguards that apply in the country receiving their information. For individuals in the EU/EEA, we process your Personal

Information where it is necessary to perform a contract with you or to take steps at your request prior to entering into a contract.

For Marketing and Events

We collect information from visitors to our websites, apps, and webinars. This may include browsing data and contact details. We use this information for marketing and event registration. The information is transferred to the US and shared with cloud service providers, website operators, and internet providers.

Legal Basis: Consent and Legitimate Interest. For individuals in Japan, we obtain explicit consent for data collection for marketing purposes and before any cross-border transfer of your Personal Information to a third party in a foreign country. For individuals in the EU/EEA, we rely on your consent or our legitimate interest in promoting our professional services.

For Event Registration

When you register for our events, we collect financial information, identifying information, and contact details. This is used to confirm your registration and accept payment. The data is transferred to the US and shared with cloud service providers, event management, payment processors, and internet service providers.

Legal Basis: Consent and Legitimate Interest. For individuals in Japan, we obtain explicit consent before transferring event registration information outside of Japan and clearly specify the purposes for processing. For individuals in the EU/EEA, we rely on your consent to attend the event and our legitimate interest in event management and follow-up communications.

International Data Transfers

Your Personal Information will be transferred to the United States for processing. We implement appropriate technical and organizational security measures to protect your information. We rely on one or more of the following appropriate safeguards for international transfers, as applicable: Intra-Group Data Transfer Agreements (IGDTA), Standard Contractual Clauses approved by the European Commission (or the equivalent regulatory body in another jurisdiction), the EU-US Data Privacy Framework, Binding Corporate Rules (BCRs), adequacy decisions, or another approved mechanism for cross-border transfer where appropriate.

You have the right to request a copy of the safeguards we have in place by contacting dataprivacy@fisherphillips.com.

For individuals in Japan: Before any cross-border transfer of your Personal Information, we obtain your explicit, informed, and freely given consent. By providing

consent, you acknowledge that you have been informed of the data protection environment of the recipient's country. You may withdraw your consent to cross-border data transfers at any time by **notifying us in writing at dataprivacy@fisherphillips.com**.

Special Care-Required Personal Information (Japan)

If we collect any Sensitive Personal Information from Japan residents (referred to as "Special Care-Required Personal Information" under the APPI, such as health information, financial information, religious affiliation, or other information that could be used for discrimination), we will obtain your explicit and informed consent before processing such information.

Contact Information for Data Privacy Inquiries

For inquiries, requests, or complaints regarding your Personal Information, please contact:

- Email: DPO@fisherphillips.com
- For EU/EEA residents: You have the right to lodge a complaint with your local data protection supervisory authority. A list of EU data protection authorities is available at: https://edpb.europa.eu/about-edpb/about-edpb/members_en
- For UK residents: Information Commissioner's Office (ICO): <https://ico.org.uk/make-a-complaint/>
- For Japan residents: Personal Information Protection Commission (PPC): <https://www.ppc.go.jp/en/>

CONSENT TO TERMS AND CONDITIONS

By using this website, you consent to all terms and conditions expressed in this Privacy Policy.

CHANGES TO OUR PRIVACY POLICY

As our services evolve and we perceive the need or desirability of using information collected in other ways, we may from time to time amend this Privacy Policy. We encourage you to check our website frequently to see the current Privacy Policy in

effect and any changes that may have been made to them. If we make material changes to this Privacy Policy, we will post the revised Privacy Policy and the revised effective date on this website. Please check back here periodically or contact us at the address listed at the end of this Privacy Policy.

CONSUMERS WITH DISABILITIES

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

QUESTIONS ABOUT THE POLICY

This website is owned and operated by Fisher & Phillips LLP. If you have any questions about this Privacy Policy, please contact us at dataprivacy@fisherphillips.com or call 1-800-243-1292.

*****This policy was last updated February 26, 2026***