Privacy Notice

Colorado Consumer Privacy Act

Last Updated 03/14/2024

Privacy Policy

Introduction

"Citrin Cooperman" is the brand under which Citrin Cooperman & Company, LLP, a licensed independent CPA firm, and Citrin Cooperman Advisors LLC serve clients' business needs. The two firms operate as separate legal entities in an alternative practice structure. Citrin Cooperman is an independent member of Moore North America, which is itself a regional member of Moore Global Network Limited (MGNL).

This Privacy Notice describes how Citrin Cooperman and its subsidiary entities collect, use, share, sell, disclose, retain, dispose of, and protect Personal Data when you interact with us as a subscriber, client, prospective client, office visitor, website user, job applicant, employee, contractor, supplier, event attendee, or any other relevant individual, and describes the choices you have relating to your Personal Data and how to exercise such rights.

Applicability

This Privacy Notice supplements the <u>Citrin Cooperman Privacy Notice</u> and addresses state-specific disclosures required under the Colorado Privacy Act ("CPA"). If you are a California resident, please see our <u>California Privacy Notice</u>.

This Privacy Notice applies to any Personal Data you provide to Citrin Cooperman and any Personal Data we collect during your employment, when you apply to a job posting, contact us, visit, or use our website, "<u>www.citrincooperman.com</u>" and all websites linked to this website, when you visit a Citrin Cooperman office, attend a Citrin Cooperman event or seminar, or request a service from us. The Personal Data we collect varies depending on the nature of the services we provide and how you interact with us. To use this site, you do not need to send us any Personal Data.

In this Privacy Notice, "Personal Data" means information that is linked or reasonably linked to an identified or identifiable individual and does not include deidentified data or publicly available information, defined as information that is lawfully made available from federal, state, or local government records and information that a controller has a reasonable basis to believe the consumer has lawfully made available to the general public.

Additionally, "Sensitive Personal Data" is a subset of Personal Data that requires heightened protection. Sensitive Personal Data means personal data revealing racial or ethnic origin, religious beliefs, a mental or physical health condition or diagnosis, a person's sex life or sexual orientation, citizenship, or citizenship status, as well as genetic or biometric data that may be processed for the purpose of uniquely identifying an individual. The definition also includes personal data from a known child.

At Citrin Cooperman, we value your privacy and are committed to safeguarding your information as part of our ongoing dedication to providing a secure and transparent experience for our users. As a result, we are committed to keeping our Privacy Notice up to date, reflecting any changes in our Personal Data practices or the adoption of new privacy policies. Should you have any questions or concerns about our Privacy Notice or how we process your Personal Data, please do not hesitate to reach out to us.

Your Personal Data

At Citrin Cooperman, we offer a wide range of Assurance, Tax, and Advisory services to meet the business and personal needs of our clients. Given the diversity of our <u>Service offerings</u>, we process broad categories of Personal Data, including Sensitive Personal Data. We use your Personal Data for lawful business purposes, including (i) using only Sensitive Personal Data provided by you with your consent, (ii) performance of a contract, and/or (iii) complying with legal and regulatory obligations.

We also collect and use your Personal Data when you apply for a job to assess your suitability for job opportunities and provide you with personalized experiences. Additionally, we collect and use your Personal Data as an employee to manage the employment relationship, communicate with you, improve the workplace and our services, protect the health and safety of our employees, and comply with legal and regulatory requirements.

We process your Personal Data for the following purposes:

To provide products and services to you

To comply with legal/regulatory requirements

To operate and improve our business

To manage our workforce and provide them with employment, training, compensation, or benefits

For marketing and advertising purposes

To improve the security and performance of our website, network, systems and services

To protect against fraud and abuse

To protect the safety and security of our employees and clients

To communicate with you about our products and services

To operate and understand your use of our website

You may have executed a contract, such as a Master Services Agreement (MSA), Statement of Work (SoW), Engagement Letter or other Agreement, that governs the relationship between you and Citrin Cooperman and the services we provide to you. If there is any conflict between the terms of your agreement with Citrin Cooperman and the terms of vour agreement will prevail.

Type of Personal Data We Collect

We may collect, process, and share the following information:

Data Category Representa		Example Personal Identifiers	Purposes for Collection/Use	U	sed for Targeted Advertising	Shared wit Parti		ird
Browsing Information	Browsing time, cookie information, IP address, web beacons, device fingerprinting, imprecise geolocation information, web browsing history, search history, clickstream data, social media activity, ad tracking data, pixels, device unique identifier, browser type and settings, application usage dataWe collect and process your Browsing Information for the following purposes: To understand your interests and					Yes	Yes	
					needs.			
				•	To improve the perfor marketing campaigns.			
				•	To improve the perfor website.	mance of our		
				•	To personalize the con advertising that we she			
				•	To prevent fraud and a	abuse.		
				•	To comply with legal r	equirements.		
				•	To improve the securit website, systems, and	•		
Contact Information	Name, postal a location	ddress, phone number, mailir	ng address, email address, ph	iysical	We collect and process Information for the for purposes:		Yes	Yes
				•	To market our product services.	ts and		
				•	To send you marketing	g materials.		
				•	To verify your identity			
				•	To identify potential c	lients.		
				•	To communicate with products and services.	•		
				•	• To contact you about y	our account.		
				•	To improve our securi	ty.		
				•	To improve our events	5.		
				•	• To invite you to our ev webinars.	rents or		
				•	To fulfill our contractu to you.	al obligations		
				•	• To provide you with cu support.	ıstomer		
				•	To process payments.			
				•	To comply with legal r	equirements.		
				•	To prevent fraud and a	abuse.		
				•	To improve our produ services.	cts and		

Device Information	Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints	We collect and process your Device Information for the following purposes:	Yes	Yes
		• To provide you with our products and services.		
		• To improve our products and services that you have requested.		
		• To protect our systems and networks.		
		• To protect our users.		
		• To comply with legal requirements.		
		• To market our products and services to you.		

Family Information	Parent's name, dependents, and other household information	We collect and process your Family Information for the following purposes	No	No
		• To provide you with the products and services that you have requested.		
		• To improve our products and services.		
		To contact your family members in the event of an emergency.		
Financial Detail Information	Bank account information, bank statements, compensation data, and other financial-related details such as income, investments, benefits, tax status	We collect and process your Financial Detail Information for the following purposes:	No	No
		To process payments.		
		To verify your identity.		
		To conduct due diligence.		
		To protect our interests.		
		To negotiate acquisitions.		
		To provide you with the financial products and services that you have requested.		
		To comply with legal requirements.		
		• To protect against fraud and abuse.		
Government Identifier Information	Driver's license, national identification number, passport number, social security number, national identity card details	We collect and process your Government Identifier Information for the following purposes:	No	No
		• To verify your identity.		
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
Personal Detail Information	Age, gender, date of birth, marital status, nationality, signature	We collect and process your Personal Detail Information for the following purposes:	Yes	Yes
		• To provide products and services that you have requested.		
		• To provide information that you have requested.		
		To provide event registration.		
		To improve our products and services.		
		• To improve our events.		
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
		• To market our products and services.		
Personal Health Information	Information related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatment	We collect and process your Personal Health Information for the		No

products, or equipment used, health plan beneficiary, medical treatment	Personal Health Information for the following purposes:			
	• To assist in meal planning.			
Professional memberships, qualifications, certifications	We collect and process your Professional Experience and Affiliation Information for the following purposes:	No	No)
	• To provide you with the products and services that you have requested.			
	• To improve our products and services.			
	• To comply with legal requirements.			
	• To market our products and services to you.			
	Professional memberships, qualifications, certifications	Image: Constraint of the second se	Image: Constraint of the second se	Image: An analysis of the second s

		• To prevent fraud and abuse.		
Sensitive Data	Racial or ethnic origin, religious beliefs, mental or physical health condition or diagnosis, sex life, or sexual orientation, citizenship, or citizenship status; genetic or biometric data that may be used to uniquely identify them; and	We collect and process your Sensitive Data for the following purposes:	No	No
	personal data from a known child	• To provide you with the products and services you have requested.		
		• To improve our products and services.		
		• To comply with legal requirements such as anti-discrimination laws.		
		• To protect the safety of employees or others.		
		• To prevent fraud and abuse.		
		• With your consent, to market our products and services to you.		
Social Media Information	Social media accounts, social media content, social media history, profile information, posts, connections, likes, shares, comments, interactions, behavioral data, technical data	We collect and process your Social Media Information for the following purposes:	Yes	Yes
		• To market our products and services to you.		
		• To improve our products and services.		
		• To comply with legal requirements.		
User Account Information	Account age, account number, email address or username, account password	We collect and process your User Account Information for the following purposes:	No	No
		• To create and manage your account.		
		• To provide you with access to our products and services.		
		• To protect your account from unauthorized access.		
		• To improve our products and services.		
		• To comply with legal requirements.		

Data Catego Represen	•	Example Personal Identifiers	Purposes for Collection/Use	U	sed for Targeted Advertising	Shared wit Parti		ird
Browsing Information	fingerprinting, search history,	, cookie information, IP addre imprecise geolocation inform clickstream data, social medi identifier, browser type and se	nation, web browsing history, a activity, ad tracking data, pi	ixels, a	 We collect and process Browsing Information following purposes: To understand your in needs. To improve the perform marketing campaigns. To improve the performation 	for the terests and mance of our	Yes	Yes

			website.		
		•	To personalize the content and advertising that we show to users.		
		•	To prevent fraud and abuse.		
		•	To comply with legal requirements.		
		•	To improve the security of our website, systems, and services.		
	Contact Information	Name, postal address, phone number, mailing address, email address, physical location	We collect and process your Contact Information for the following purposes:	Yes	Yes
		•	To market our products and services.		
		•	To send you marketing materials.		
		•	To verify your identity.		
1			1	1	1

		• To identify potential clients.		
		• To communicate with you about our products and services.		
		• To contact you about your account.		
		• To improve our security.		
		• To improve our events.		
		• To invite you to our events or webinars.		
		• To fulfill our contractual obligations to you.		
		• To provide you with customer support.		
		• To process payments.		
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
		• To improve our products and services.		
Device Information	Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints	We collect and process your Device Information for the following purposes:	Yes	Yes
		• To provide you with our products and services.		
		• To improve our products and services that you have requested.		
		• To protect our systems and networks.		
		• To protect our users.		
		• To comply with legal requirements.		
		• To market our products and services to you.		
Family Information	Parent's name, dependents, and other household information	We collect and process your Family Information for the following purposes	No	No
		• To provide you with the products and services that you have requested.		
		• To improve our products and services.		
		• To contact your family members in the event of an emergency.		
Financial Detail Information	Bank account information, bank statements, compensation data, and other financial-related details such as income, investments, benefits, tax status	We collect and process your Financial Detail Information for the following purposes:	No	No
		• To process payments.		
		• To verify your identity.		
		• To conduct due diligence.		

		8		
	•	To protect our interests.		
	•	To negotiate acquisitions.		
	•	To provide you with the financial products and services that you have requested.		
	•	To comply with legal requirements.		
	•	To protect against fraud and abuse.		
Government Identifier Information	Driver's license, national identification number, passport number, social security number, national identity card details	We collect and process your Government Identifier Information for the following purposes:	No	No
	•	To verify your identity.		
	•	To comply with legal requirements.		
	•	To prevent fraud and abuse.		

Personal Detail Information	Age, gender, date of birth, marital status, nationality, signature	We collect and process your Personal Detail Information for the following purposes:	Yes	Yes
		• To provide products and services that you have requested.		
		• To provide information that you have requested.		
		• To provide event registration.		
		• To improve our products and services.		
		• To improve our events.		
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
		• To market our products and services.		
Personal Health Information	Information related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatment	We collect and process your Personal Health Information for the following purposes:	No	No
		• To assist in meal planning.		
Professional Experience and Affiliation Information	Professional memberships, qualifications, certifications	We collect and process your Professional Experience and Affiliation Information for the following purposes:	No	No
		• To provide you with the products and services that you have requested.		
		• To improve our products and services.		
		• To comply with legal requirements.		
		• To market our products and services to you.		
		• To prevent fraud and abuse.		
Sensitive Data	Racial or ethnic origin, religious beliefs, mental or physical health condition or diagnosis, sex life, or sexual orientation, citizenship, or citizenship status; genetic or biometric data that may be used to uniquely identify them; and	We collect and process your Sensitive Data for the following purposes:	No	No
	personal data from a known child	• To provide you with the products and services you have requested.		
		• To improve our products and services.		
		• To comply with legal requirements such as anti-discrimination laws.		
		• To protect the safety of employees or others.		
		• To prevent fraud and abuse.		
		• With your consent, to market our products and services to you.		

Social Media Information	Social media accounts, social media content, social media history, profile information, posts, connections, likes, shares, comments, interactions, behavioral data, technical data	We collect and process your Social Media Information for the following purposes:	Yes	Yes
	•	To market our products and services to you.		
	•	To improve our products and services.		
	•	To comply with legal requirements.		
User Account Information	Account age, account number, email address or username, account password	We collect and process your User Account Information for the following purposes:	No	No
	•	To create and manage your account.		
	•	To provide you with access to our products and services.		
	•	To protect your account from		

 unauthorized access.

 • To improve our products and services.

 • To comply with legal requirements.

Authenticating Information		Purposes for Collection/ Use		l for Targeted dvertising	Shared with Parties		·d
	Passwords, PIN, mother's maiden	name		We collect and process Authenticating Informa following purposes:		No	No
				To authenticate your ic grant you access to our systems.			
			•	To prevent fraud and a	buse.		
				To comply with legal re such as those related to services or healthcare.			
				To improve the securit and services.	y of our systems		
			•	To improve your custo	mer experience.		
Beneficiary Contact Information	Name of beneficiary contact, telep address of beneficiary contact, rela			We collect and process Beneficiary Contact Inf the following purposes	formation for	No	No
				To contact your benefic event of your death.	ciary in the		
				To provide informatior to your beneficiary.	n about benefits		
				To comply with legal re such as those related to law or tax law.			
				To protect the privacy of beneficiary contact info			
Background Check Information	Criminal history, criminal records	, driving citations		We collect and process Background Check Info following purposes:		No	No
				To understand your ne interests.	eds and		
				To assess your suitabili products or services.	ity for our		
				To comply with legal re such as those related to laundering or know-yo laws.	o anti-money		
			•	To prevent fraud and a	buse.		
				To improve our decisio marketing and sales.	on-making about		

Browsing Information	Browsing time, cookie information, IP address, web beacons, device fingerprinting, imprecise geolocation information, web browsing history, search history, clickstream data, social media activity, ad tracking data,	We collect and process your Browsing Information for the following purposes:	Yes	Yes
	nivels device unique identifier browser type and settings application	 To understand your interests and needs. 		
		• To improve the performance of our marketing campaigns.		
		• To improve the performance of our website.		
		• To personalize the content and advertising that we show to users.		
		• To prevent fraud and abuse.		
		• To comply with legal requirements.		
		• To improve the security of our website, systems, and services.		
Children Information	Names of children, age or gender of children, birth date, address of children, activities associated with children	We collect and process Clients' Children Information only with the consent of a parent or guardian for the following purposes:	No	No
		• To perform services and fulfill our contractual obligations to you.		
		• To comply with our legal obligation to protect the privacy of children.		
Contact Information	Name, postal address, phone number, mailing address, email address, physical location	We collect and process your Contact Information for the following purposes:	Yes	Yes
		• To market our products and services.		
		• To send you marketing materials.		
		• To verify your identity.		
		• To communicate with you about our products and services.		
		• To contact you about your account.		
		• To improve our security.		
		• To improve our events.		
		• To invite you to our events or webinars.		
		• To fulfill our contractual obligations to you.		
		• To provide you with customer support.		
		• To process payments.		
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
		• To improve our products and services.		
Device Information	Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints	We collect and process your Device Information for the following purposes:	Yes	Yes
		• To provide you with our products and services.		
		• To improve our products and services that you have requested.		
		• To protect our systems and networks.		
		• To protect our users		
		• To comply with legal requirements.		
		• To market our products and services to you.		
Emergency Contact Information	Name of emergency contact, contact information of emergency contact, relationship to individual, next of kin	We collect and process your Emergency Contact Information to contact your emergency contact in an emergency.	No	No

Family Information	Parent's name, dependents, and other household information	We collect and process your Family Information for the following purposes:	No	No
	•	To provide you with the products and services that you have requested.		
	•	To improve our products and services.		
	•	To contact your family members in the event of an emergency.		
Financial Detail Information	Bank account information, bank statements, compensation data, and other financial-related details such as income, investments, benefits, tax status	We collect and process your Financial Detail Information for the following purposes:	No	No
	•	To process payments.		
	•	To verify your identity.		
	•	To conduct due diligence.		
	•	To protect our interests.		
	•	To negotiate acquisitions.		
	•	To provide you with the financial products and services that you have requested.		
	•	To comply with legal requirements.		
	•	To protect against fraud and abuse.		
Government Identifier Information	Driver's license, national identification number, passport number, social security number, national identity card details	We collect and process your Government Identifier Information for the following purposes:	No	No
	•	To verify your identity.		
	•	To comply with legal requirements.		
	•	To prevent fraud and abuse.		
Personal Detail Information	Age, gender, date of birth, marital status, nationality, signature	We collect and process your Personal Detail Information for the following purposes:	Yes	Yes
	•	To provide products and services that you have requested.		
	•	To provide information that you have requested.		
	•	To provide event registration.		
	•	To improve our products and services.		
	•	To improve our events.		
	•	To comply with legal requirements.		
	•	To prevent fraud and abuse.		
	•	To market our products and services.		
Personal Health Information	Information related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatment	We collect and process your Personal Health Information for the following purposes:	No	No
	•	To provide you with our products and services.		
	•	To assist in meal planning.		
	•	To improve our products and services.		
	•	To improve our benefits.		
	•	To provide you with benefits.		
	•	To communicate with healthcare providers.		
	•	To comply with regulatory requirements.		
	•	To prevent fraud and abuse.		
Professional Experience and Affiliation Information	Professional memberships, qualifications, certifications	We collect and process your Professional Experience and Affiliation Information for the following purposes:	No	No

	•	To provide you with the products and services that you have requested.		
	•	To improve our products and services.		
	•	To comply with legal requirements.		
	•	To market our products and services to you.		
	•	To prevent fraud and abuse.		
Sensitive Data	Racial or ethnic origin, religious beliefs, mental or physical health condition or diagnosis, sex life, or sexual orientation, citizenship, or citizenship	We collect and process your Sensitive Data for the following purposes:	No	No
	status; genetic or biometric data that may be used to uniquely identify them; and personal data from a known child	To provide you with the products and services you have requested.		
	•	To improve our products and services.		
	•	To comply with legal requirements such as anti-discrimination laws.		
	•	To protect the safety of employees or others.		
	•	To prevent fraud and abuse.		
	•	With your consent, to market our products and services to you.		
	•	To improve our benefits.		
	•	To provide you with benefits.		
	•	To communicate with healthcare providers.		
Social Media Information	Social media accounts, social media content, social media history, profile information, posts, connections, likes, shares, comments, interactions, behavioral data, technical data	We collect and process your Social Media Information for the following purposes:	Yes	Yes
	•	To understand your interests and preferences.		
	•	To personalize your experience.		
	•	To market our products and services to you.		
	•	To improve our products and services.		
	•	To comply with legal requirements.		
User Account Information	Account age, account number, email address or username, account password	We collect and process your User Account Information for the following purposes:	No	No
	•	To create and manage your account.		
	•	To provide you with access to our products and services.		
	•	To protect your account from unauthorized access.		
	•	To improve our products and services.		
	•	To comply with legal requirements.		

Deta Catagony Example Democral Dymocras for Collection / Used for Targeted Shound with Third

Data Category	Example Personal	Purposes for Collection/	Used for Targeted	Shared with Tl	nird
(Contractor)	Identifiers	Use	Advertising	Parties	
Authenticating Information	Passwords, PIN, mother's maiden	n name	 We collect and process Authenticating Inform following purposes: To authenticate your id grant you access to our systems. To prevent fraud and a To comply with legal resuch as those related to services or healthcare. To improve the securit and services. 	ation for the dentity and r services or ubuse. equirements, o financial	o No

Background Check Information	Criminal history, criminal records, driving citations	We collect and process your Background Check Information for the following purposes:	No	No
		• To prevent fraud and abuse.		
Contact Information	Name, postal address, phone number, mailing address, email address, physical location	We collect and process your Contact Information for the following purposes:	Yes	Yes
		• To verify your identity.		
		• To communicate with you about our products and services.		
		• To contact you about your account.		
		• To improve our security.		
	following purposes:To prevent fraud and abuse.Totact InformationName, postal address, phone number, mailing address, email address, physical locationWe collect and process your Contact Information for the following purposes: To verify your identity. To communicate with you about our products and services. To improve our security. To improve our events. To improve our events. To improve our events. To improve our events. To fulfill our contractual obligations to you. To provide you with customer support. To comply with legal requirements. 			
	webi webi To fu you. To p To c To p	_		
physical location Information for the following purposes: To verify your identity. To verify your identity. To contact you about our products and services. To contact you about our products and services. To improve our security. To improve our events. To improve our events. To fulfill our contractual obligations to you. To provide you with customer support. To comply with legal requirements. To ro improve our products and services. To improve our products and services. zvice Information Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints We collect and process your Device Information of the following purposes: Ye information for the following purposes: ro provide you with our products and services. To provide you with our products and services. Ye information for the following purposes: zvice Information Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints We collect and process your Device Information of the following purposes: Ye information for the following purposes: ro provide you with our products and services. To provide you with our products and services. To provide you with our products and services. ro protect our systems and networks. To protect our systems and networks. To proprote our users. To protect				
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
		• To improve our products and services.		
Device Information		Information for the following	Yes	Ye
		• To protect our systems and networks.		
		• To protect our users.		
		• To comply with legal requirements.		
Emergency Contact Information		Emergency Contact Information to contact your emergency contact in an	No	No
Family Information	Parent's name, dependents, and other household information	Information for the following	No	No
Financial Detail Information	Bank account information, bank statements, compensation data, and other financial-related details such as income, investments, benefits, tax status	We collect and process your Financial Detail Information for the following purposes:	No	No
		• To process payments.		
		• To verify your identity.		
		• To protect our interests.		
		• To provide you with the financial		

		products and services that you have requested.		
		To comply with legal requirements.To protect against fraud and abuse.		
Government Identifier Information		 We collect and process your Government Identifier Information for the following purposes: To verify your identity. To comply with legal requirements. To prevent fraud and abuse. 	No	No
Personal Detail Information	Age, gender, date of birth, marital status, nationality, signature	We collect and process your Personal Detail Information for the following purposes:	Yes	Yes

,	•	• To provide information that you have requested.		
I	•	• To provide event registration.		
I	-	• To improve our products and services.		
I	•	• To improve our events.		
I		• To comply with legal requirements.		
ļ	-	• To prevent fraud and abuse.		
Personal Health Information	Information related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatment	We collect and process your Personal Health Information for the following purposes:	No	No
ļ	•	• To assist in meal planning.		
Professional Experience and Affiliation Information	Professional memberships, qualifications, certifications	We collect and process your Professional Experience and Affiliation Information for the following purposes:	No	No
	•	• To evaluate your qualifications for employment.		
ļ	•	• To comply with legal requirements.		
1	-	• To prevent fraud and abuse.		
Referral Information	Name of referral, contact information of referral, relationship of referral	We collect and process your Referral Information for the following purposes:	No	No
	•	• To evaluate your qualifications for employment.		
	•	• To contact you about employment opportunities.		
ļ	•	• To improve our hiring process.		
I	-	• To comply with legal requirements.		
I	•	• To prevent fraud and abuse.		
Sensitive Data	Racial or ethnic origin, religious beliefs, mental or physical health condition or diagnosis, sex life, or sexual orientation, citizenship, or	We collect and process your Sensitive Data for the following purposes:	No	No
	citizenship status: genetic or biometric data that may be used to uniquely	• To comply with legal requirements such as anti-discrimination laws.		
	•	• To protect the safety of employees or others.		
		• To conduct research on the effectiveness of training programs or the impact of diversity in the workplace.		
ļ	-	• To prevent fraud and abuse.		
Travel and Expense Information	Expense details, travel booking details, travel history	We collect and process your Travel and Expense Information for the following purposes:	No	No
I	-	• To reimburse your travel expenses.		
I	•	• To track your travel expenses.		

	•	To ensure you are complying with company travel policies.		
	•	To improve our travel and expense management processes.		
	•	• To comply with legal requirements.		
Workplace Welfare Information	Bullying and harassment details	We collect and process your Workplace Welfare Information for the following purposes:	No	No
	•	To improve our workplace welfare programs.		
	•	To comply with legal requirements.		
		To prevent fraud and abuse.		

Data Category	Example Personal	Purposes for Collection/	Used for Targeted	Shared with Third

(Corporate)		Identifiers	Use	Advertising	g Par	ies	
Contact Information		e, postal address, phone number ical location	r, mailing address, email address	-	cess your Contact e following purposes:	Yes	Yes
				• To register you as a	a new client.		
				• To market our prod	ducts and services.		
				• To send you marke	ting materials.		
				• To verify your iden	tity.		
				• To identify potentia	al clients.		
				• To communicate w and services.	ith you about our produc	ts	
				• To contact you abo	ut your account.		
				• To improve our sec	curity.		
				• To improve our eve	ents.		
				• To invite you to our	r events or webinars.		
				• To fulfill our contra	actual obligations to you.		
				• To provide you with	h customer support.		
				• To comply with leg To prevent fraud an			
				• To improve our pro	oducts and services.		
Device Information		ce type and operating system, de ess, audio, video, device fingerpr		We collect and pro Information for the	cess your Device e following purposes:	Yes	Yes
				• To protect our syste	ems and networks.		
				• To protect our user	·S.		
				• To comply with leg	al requirements.		
Financial Detail Information		account information, bank state r financial-related details such as		-	cess your Financial Detai e following purposes:	l No	No
	tax st	tatus		• To verify your iden	tity.		
				• To conduct due dili	igence.		
				• To protect our inte	rests.		
				• To negotiate acquis	sitions.		
				• To provide you with and services that yo	h the financial products ou have requested.		
				• To comply with leg	al requirements.		
				• To protect against	fraud and abuse.		
Government Identifier Information		er's license, national identification l security number, national iden		_	cess your Government tion for the following	No	No
				• To verify your iden	tity.		
				• To comply with leg	al requirements.		
				• To prevent fraud an	nd abuse.		
Personal Detail	Age,	gender, date of birth, marital sta	tus, nationality, signature	We collect and pro	cess your Personal Detail	Yes	Yes

Information for the following purposes:	
To provide information that you have requested.	
To provide event registration.	
To improve our products and services.	
To improve our events.	
To comply with legal requirements.	
To prevent fraud and abuse.	
To market our products and services.	
We collect and process your Personal HealthNoInformation for the following purposes:To assist in meal planning.	No
To comply with regulatory requirements.	
T T T T T T I I I	equested. To provide event registration. To improve our products and services. To improve our events. To comply with legal requirements. To prevent fraud and abuse. To market our products and services. The collect and process your Personal Health Information for the following purposes: To assist in meal planning.

• To prevent fraud and abuse.

Data Catea (Employe		Example Personal Identifiers	Purposes for Collection/ Use		r Targeted ertising	Shared with Parties		rd
Authenticating Information Beneficiary Contact Information	Name of	• Name of beneficiary contact, telephone number of beneficiary contact, address of beneficiary contact, relationship to individual •				rocess your nformation for poses: your identity and to our services and abuse. egal ch as those al services or ecurity of our ices. rocess your act Information purposes: beneficiary in the th. mation about beneficiary. egal ch as those	No	No
Background	Criminal	history, criminal records, driving	g citations	•	requirements, su related to employ law. To protect the pr beneficiary conta We collect and pr Background Che	yment law or tax ivacy of your act information. rocess your ck Information	No	N
Information					for the following To prevent fraud To verify your ide qualifications. To assess your su position.	and abuse. entity and		
					To comply with l requirements, su related to employ anti-discriminati	ch as those yment law or on law.		
					To protect the sa of our employees To prevent fraud	and customers.		
				•	To improve our d about hiring, pro other employmen decisions.	motion, and		
Children Information		f children, age or gender of childr d with children	ren, birth date, address of child		We collect and proceeding of the consent of a program of the purposes:	ation only with parent or following	No	N
				•	To comply with o obligation to pro of children.	0		
					To provide emple benefits. To provide emple	-		
				•	services.	Jyces with		

Contact Information	Name, postal address, phone number, mailing address, email address, physical location	We collect and process your Contact Information for the following purposes:	Yes	Yes
		• To verify your identity.		
		• To communicate with you about our products and services.		
		• To contact you about your account.		
		• To improve our security.		
		• To improve our events.		
		• To invite you to our events or webinars.		
		• To fulfill our contractual obligations to you.		
		• To provide you with customer support.		
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
		• To improve our products and services.		
Device Information	Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints	We collect and process your Device Information for the following purposes:	Yes	Yes
		• To provide you with our products and services.		
		• To protect our systems and networks.		
		• To protect our users.		
		• To comply with legal requirements.		
Education and Skills Information	Academic transcripts, educational degrees, education training and history, languages, letters of recommendation	We collect and process your Education and Skills Information for the following purposes:	No	No
		• To assess the potential advancement of employees.		
		• To provide training and development opportunities for employees.		
		• To improve the company's recruitment and hiring processes.		
Employment Information	Benefits and entitlements data, company/entity, contract type, hours of work, job title, salary/wage, workers compensation claims, start date, end date, reason for termination, employee performance results, record of absence, time tracking, annual	We collect and process your Employment Information for the following purposes:	No	No
	leave, office location, previous work history, grievances and complaints, health and safety-related information and reporting, job application details, disciplinary action, exit interview	• To assess the potential advancement of employees.		
		• To provide training and development opportunities for employees.		
		• To manage our workforce.		
		• To comply with legal requirements.		
		• To provide you with the benefits and services to which you are entitled.		
Emergency Contact Information	Name of emergency contact, contact information of emergency contact, relationship to individual, next of kin	We collect and process your Emergency Contact Information to contact your emergency	No	No

Family Information	Parent's name, dependents, and other household information	 We collect and process your Family Information for the following purposes: To contact your family members in the event of an emergency. 	No	No
Financial Detail Information	Bank account information, bank statements, compensation data, and other financial- related details such as income, investments, benefits, tax status	We collect and process your Financial Detail Information for the following purposes:	No	No
		• To process payroll.		
		• To verify your identity.		
		• To conduct due diligence.		
		• To protect our interests.		
		• To provide you with the financial products and services that you have requested.		
		• To comply with legal requirements.		
		• To protect against fraud and abuse.		
Government Identifier Information	Driver's license, national identification number, passport number, social security number, national identity card details	We collect and process your Government Identifier Information for the following purposes:	No	No
		• To verify your identity.		
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
		• To provide government- mandated benefits.		
Personal Detail Information	Age, gender, date of birth, marital status, nationality, signature	We collect and process your Personal Detail Information for the following purposes:	Yes	Yes
		• To provide employment.		
		• To provide benefits.		
		• To provide information that you have requested.		
		• To provide event registration.		
		• To improve our products and services.		
		• To improve our employment practices.		
		• To improve our benefits.		
		• To provide you with benefits.		
		• To improve our events.		
		• To comply with legal requirements.		

		 To prevent fraud and abuse. To market employment opportunities. To market our benefits to you. 		
Personal Health Information	Information related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatment	We collect and process your Personal Health Information for the following purposes:	No	No
		• To assist in meal planning.		
		• To improve our products and services.		
		• To improve our benefits.		
		• To provide you with benefits.		
		• To communicate with healthcare		

Image: Comparison of the regularized state of the stat				providers.		
Sensitive Data diagoals, ex itto or excut orientation, etiteranily, or etizoushap attus; genetic or boometic data that may be used to uniquely identify then, and personal data from boometic data that may be used to uniquely identify then, and personal data from boometic data that may be used to uniquely identify then, and personal data from boometic data that may be used to uniquely identify then, and personal data from personal data from the excut the softy of employees or others. No To comply with legal very thormest scale as anti- discrimination laws. To comply with legal very thormest scale as anti- discrimination laws. No To ready out the softy of employees or others. To protect the softy of employees or others. No Travel and Expense Information Expense details, travel booking details, travel laistory We collect and process your provides. No Travel and Expense Information Account age, account number, email address or username, account password information for the Explore and represent process. No No The comply with legal with company travel opticies. No information for the fieldwing purposes: No to prove our reveal and expense. No User Account Information Account age, account number, email address or username, account password information for the bolowing purposes: No to produce and manage your regulate and services. No Veliar Information Hallying and harassment details We collect and procesy pour account. No				requirements.		
diagnous, sex life, or sexual orientation, citizenship, or citizenship status; genetic or known child Sexuitive Data for the following property in heal requirements such as anti- discrimination hows. In omply with heal requirements. In omply with company true our backing. In off requirements.			•	To prevent fraud and abuse.		
In composition with such as anti- tide crimination how, such as anti- how such as anti- lation how, such as ant	Sensitive Data	diagnosis, sex life, or sexual orientation, citizenship, or citizenship status; genetic or biometric data that may be used to uniquely identify them; and personal data from a		Sensitive Data for the following	No	No
Image: construct the server of the server		known child	•	requirements such as anti-		
effections of training organus of the impact of diversity in the workplace. To prevent frond adduse. To prevent frond adduse. To provent frond adduse. To reministry sport frond adduse. To reministry sport frond adduse. To reministry sport frond adduse. To fronk sport frond adduse. To reministry sport frond adduse. To reministry sport frond adduse. To formation for the following purposes: To comply with legal requirements.No No Providers. No No To provider sport from address or username, account passwordKe collect and mange your account. To comply with legal requirements.No No Providers. No No To provide you with access to our products and services. To omply with legal requirements.No No Providers. No No No To provide you with access your You provide you with access your You provide you with access your You provide you with the benefits to which you are entitle.No 			•			
Image: Constraint of the improve our benefits. To provide you with benefits. To containt with benefits. To provide you with benefits. To containt out the benefits. To provide you with benefits. To containt out the benefits. To read and Expense InformationNoNoNoTravel and Expense InformationExpense details, travel booking details, travel history To read and Expense Information To track your travel expenses. To track your travel expenses. To track your travel expenses. To create you are complying with company travel opticies. To create you are complying with company travel optics. To create and manage your account Information for the following purposes: To provide you with access to our products and services. To provide you with head and to provide you with access to our products and services. To provide you with head track to which you are entitled.NoNoWorkplace Welfare InformationBullying and harassment detailsWe collect and process your to with you are entitled. To manage your compensation and benefits. To manage your compensation and benefits. To manage your compensation and benefits. To manage your compensation and benefits.NoNo				effectiveness of training programs or the impact of		
Image: constraint of the second sec				-		
Image: constraint of the second sec				-		
Image: constraint of the series of the ser						
Expense InformationTravel and Expenses Information for the following purposes: To reimburse your travel expenses. To track your travel expenses. To track your travel expenses. To track your travel expenses. To complying with company travel policies. To improve our travel and expense management processes. To comply with legal requirements.NoNoUser Account InformationAccount age, account number, email address or username, account password InformationWe collect and process your User Account Information for the following purposes: To create and manage your account. To provide you with access to our products and services. To provide you are comply with legal requirements.NoNoWorkplace Welfare InformationBullying and harassment detailsWorkplace Workplace welfare Information To manage your compensation and barefits. To improve our workplace welfare To manage your compensation and barefits. To improve our workplace welfare programs. To improve our workplace Welfare To improve our workplace Welfare To fue following purposes: To manage your compensation and barefits. To improve our workplace Welfare To improve our			•			
expenses.expenses.ro track your travel expenses.ro track your travel policies.roTo improve our travel and expense management processes.ro comply with legal requirements.NoNoUser Account InformationAccount age, account number, email address or username, account passwordWe collect and process your User Account Information for the following purposes: To provide you with access to our products and services.NoNoWorkplace Welfare InformationPullying and harassment detailsWe collect and process your with company with legal requirements.NoNoWorkplace Welfare InformationPullying and harassment detailsWe collect and process your workplace workplace welfare Information for the following purpose: To comply with legal requirements.NoNoWorkplace Welfare InformationPullying and harassment detailsWe collect and process your workplace welfare nformation for the following purpose: To provide you with he benefits to which you are entilled. To improve our workplace welfare nformation for the following purpose: To provide you with he benefits to which you are entilled. To improve our workplace welfare programs. To portice our workplace welfare programs. To portice our workplace welfare programs.No	Expense	Expense details, travel booking details, travel history		Travel and Expense Information	No	No
To ensure you are complying with company travel and expense management processes. To comply with legal requirements.To ensure you are complying with compone our travel and expense management processes. To comply with legal requirements.NoUser Account InformationAccount age, account number, email address or username, account passwordWe collect and process your User Account Information for the following purposes: To provide you with access to our products and services. To provide you with access to our products and services. To improve our products and services. To improve our products and services. To provide you with legal requirements.NoWorkplace Welfare InformationBullying and harassment detailsWe collect and process your Workplace Welfare Information for the following purposes: To provide you with hepaf requirements.NoNoNoTo provide you with legal requirements.NoNoTo provide you with legal requirements.NoNoTo provide you with legal requirements.NoNoTo provide you with legal requirements.NoNoTo provide you with legal requirements.No			•	-		
with company travel policies. To improve our travel and expense management processes. To comply with legal requirements.NoUser Account InformationAccount age, account number, email address or username, account password InformationWe collect and process your User Account Information for the following purposes: To create and manage your account. To provide you with access to our products and services. To improve our products and services. To comply with legal requirements.NoWorkplace Wefare InformationBullying and harassment detailsWe collect and process your uservices. To provide you with access to our products and services. To provide you with he benefits to which you are entitled. To provide you with he benefits. To improve our workplace weifare programs. To comply with legal requirements.No						
expense management processes. To comply with legal requirements.expense management processes. To comply with legal requirements.NoUser Account InformationAccount age, account number, email address or username, account password InformationWe collect and process your User Account Information for the following purposes: To oreate and manage your account. To provide you with access to our products and services. To protect your account from unauthorized access. To omprove our products and services. To comply with legal requirements.NoWorkplace Weffare InformationBullying and harassment detailsWe collect and process your workplace weither Information for the following purposes: To omprove our products and services. To oprovide you with the benefits to which you are entitled. To provide you with the benefits to which you are entitled. To improve our workplace weffare programs. To omply with legal requirements.No				with company travel policies.		
Image: constraint of the second second number, email address or username, account passwordWe collect and process your User Account Information for the following purposes: 			•	-		
Information Account Information for the following purposes: Account Information for the following purposes: Image: Count of the following purposes: To create and manage your account. To provide you with access to our products and services. To protect your account from unauthorized access. To protect your account from unauthorized access. Image: Count of the following purposes: Workplace Workplace Welfare Information for the benefits to which you are entitled. No No Information To provide you with the benefits to which you are entitled. To proved you with the benefits to which you are entitled. No To improve our workplace welfare programs. To improve our workplace welfare programs. No No			•			
account.To provide you with access to our products and services.To provide you with access to our products and services.To protect your account from unauthorized access.To improve our products and services.To comply with legal requirements.We collect and process your Workplace Welfare InformationNoWorkplace Welfare InformationWe collect and process your Workplace Welfare Information for the following purposes:NoTo provide you with the benefits to which you are entitled.To provide you with the benefits to which you are entitled.NoTo improve our workplace welfare programs.To improve our workplace welfare programs.No		Account age, account number, email address or username, account password		Account Information for the	No	No
products and services.products and services.To protect your account from unauthorized access.To improve our products and services.Improve our products and services.Workplace Welfare InformationBullying and harassment detailsWe collect and process your Workplace Welfare Information for the following purposes: To provide you with the benefits to which you are entitled.NoNoNoTo improve our workplace welfare programs.To improve our workplace welfare programs.NoNo			•			
unauthorized access.unauthorized access.Image: Complex stand services.To improve our products and services.To comply with legal requirements.NoWorkplace Welfare InformationBullying and harassment detailsWe collect and process your Workplace Welfare Information for the following purposes:NoTo provide you with the benefits to which you are entitled.To manage your compensation and benefits.NoTo improve our workplace welfare programs.To comply with legal requirements.No			•			
services.services.services.services.To comply with legal requirements.Bullying and harassment detailsWe collect and process your Workplace Welfare Information for the following purposes:NoNoTo provide you with the benefits to which you are entitled.To provide you with the benefits to which you are entitled.NoNoTo improve our workplace welfare programs.To improve our workplace welfare programs.NoNo			•			
Image: constraint of the second sec			•			
Welfare Workplace Welfare Information for the following purposes: Information To provide you with the benefits to which you are entitled. To manage your compensation and benefits. To improve our workplace welfare programs. To comply with legal requirements. To comply with legal requirements.			•			
 to which you are entitled. To manage your compensation and benefits. To improve our workplace welfare programs. To comply with legal requirements. 	Welfare	Bullying and harassment details		Workplace Welfare Information	No	No
 and benefits. To improve our workplace welfare programs. To comply with legal requirements. 			•			
welfare programs.To comply with legal requirements.			•			
requirements.			•			
• To prevent fraud and abuse.			•			
			•	To prevent fraud and abuse.		

	Data Category (Event	Example Personal	Purposes for	Used for Targeted	Shared with Third
	Attendees)	Identifiers	Collection/Use	Advertising	Parties
L					

In a market our products and services.In a market our product and services.In a	Contact Information	Name, postal address, phone number, mailing address, email address, physical location	We collect and process your Contact Information for the following purposes:	Yes	Yes
Interpretent of the second s		•	To market our products and services.		
Index and the series of the		•	• To send you marketing materials.		
Image: Second Instant with you hour our products and services.To committee with you hour our products and your account. To inprove our accentity. 		•	To verify your identity.		
IndextensionIndextensionIndextensionIndextensionPrevent InformationDevice type and operating system, device unique identifier, IP address, audio, video, device fingerprintsWe collect and process your Device to provide you with customer symptom. To provide you with customer symptomer. To provide you with customer symptomer. To provide you with our products and services. To provide you with our products and services. To provide to any system, device fingerprints To provide you with legal requirements. To provide to any system and hetworks. To provide and process your Device any system and hetworks. To contact your family mombers in the cent to an anter provide the and process your There any system. To comply with legal requirements. To provide the and process your there any system. To comply with legal requirements. To provide the following purposes: To comply with legal requirements. To provide individual active the purpose and the follow		•	To identify potential clients.		
Image: Provide and process your before and process on the before and process your before and process your befo					
For improve our events. To invite you to our events. To fulfill our contractual obligations to you. To provide you with customer support. To provide you with customer aupport. To provide you with our products and services.YesDevice InformationDevice type and openality system, device unique ideutifier. IP address, audio, video, device fingerprints.We collect and process your Device Information for the following purposes: To protect our users. To protect our users. To protect our users. To contact in an entegratery.NoNoEmergency Contact InformationName of emergency contact, contact information of emergency Contact Information to contact your emergency contact in an entegratery. To contact your family purposes: To contact your family members in the event of an emergency.NoNoGovernment Identifier InformationDriver's license, national identification number, passport number. To verify your identify: To contact your family members in the event of an emergency.NoNoResonal Detail InformationAge, gender, date of birth, marind status, nationality, signatur To provide your dentify: To ormyly with legal requirements. To provide information the following purposes: To provide provide the following purposes: 		•	To contact you about your account.		
From the set of the s		•	To improve our security.		
Provide you with customer support. To provide you with customer support. Yes Device Information Device type and operating system, device mique identifier, IP We callet and process your Dovice Information the following purposes: Yes Yes Device Information Device type and operating system, device mique identifier, IP We callet and process your Dovice Information the following purposes: Yes To protect our systems and networks. To protect our systems and networks. To protect our systems and networks. No Family Information Parent's name, dependents, and other household information We callet and process your Doving purposes: No No Family Information Parent's inense, and other household information We callet and process your Government Information family represented in an energency contact, name, dependents, and other household information We callet and process your Government Information family represented in an energency contact, name, and a status, national identify card details No No Government Identifier Driver's license, national identify card details We collect and process your Personal Detail Information for the following purposes: No No Information Driver		•	To improve our events.		
To provide you with customer support. To comply with ligal requirements. To prevent fraud and abuse.To prevent fraud and abuse.SeeDevice InformationDevice type and operating system, device unique identifier. IP address, audio, valco, device fingerprintsWe collect and process your Device Information for the following purposes: To protect our systems and networks. To contact protect our systems and networks. To contact your feminy members in the isolation individual, next of kin emergency contact.NoNoFamily InformationParent's name, dependents, and other household information of an emergency.NoNoFamily InformationDriver's license, national identification number, passport number, nacial semrity number, national identification autionality, signature Information for the following purposes: To verify your identify. To verify your identify. To verify your identify. To verify your identify. To row reposal Detail Information for the following purposes: To provide revent registration.NoNoPersonal Detail InformationAge, gender, date of birth, marial status, nationality, signature To provide products and services. To inprove our products and services. To provide products and services. To inprove our products and services. To inprove our products and services. To inprove our pro		•	To invite you to our events or webinars.		
Image: Problem in the second			To fulfill our contractual obligations to you.		
Image: Contract fraud and abuse. To prevent fraud and abuse. To improve our products and services.Image: Contract fraud abuse. To provide you with our products and services.YesDevice InformationDevice type and operating system, device mique identifier, IP address, andio, video, device fingerprintsWe collect and process your Device To protoce our systems and networks. To comply with legal requirements.NoNoRemegnery Contact InformationName of emergency contact, contact information of emergency contact relationship to individual, next of Kin remegnery contact in an emergency.NoNoPamily InformationParent's name, dependents, and other household information an emergency.We collect and process your Government Identifier Information for the following purposes: To contact pour fanily members in the event of an emergency.NoNoGovernment Identifier InformationDriver's license, national identification number, passport number, is conjuly with legal requirements. To ording your fanily members in the event of an emergency.NoNoPersonal Detail InformationAge, gender, date of birth, marital status, nationality, signature To provide products and services. To provide information that you have requested. To provide i			To provide you with customer support.		
Image: Contract Information Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints We collect and process your Device Information for the following purposes: To protect our systems and networks. To protect our systems and networks. To protect our systems and networks. To comply with legal requirements. No No Emergency Contact Information Name of emergency contact, contact information of emergency contact, relationship to individual, next of kin We collect and process your Therefore your emergency contact in an emergency. No No Family Information Parent's name, dependents, and other household information We collect and process your Family information for the following purposes: To contact your family members in the event of an emergency. To contact your family members in the event of an emergency. To contact your family members in the following purposes: To contact your family interments. To provide information for the following purposes: To provide information the following purposes: To provide information and advise. To provide information for the following purposes: To provide information the f			To comply with legal requirements.		
Device InformationDevice type and operating system, device unique identifier, IP address, audio, video, device fingerprintsWe collect and process your Device Information for the following purposes: To provide you with our products and services. To protect our systems and networks. To protect our users. To comply with legal requirements.NoNoEmergency Contact InformationName of emergency contact, contact information of emergency contact, relationship to individual, next of kin emergency contact in an emergency. Contact Information to contact your emergency contact in an emergency. To contact your family members in the event of an emergency.NoNoFamily InformationParent's name, dependents, and other household information social security number, national identification number, passport number, To contact your family members in the event of an emergency.NoNoGovernment Identifier InformationDriver's license, national identify card detailsWe collect and process your Government Identifyer Information for the following purposes: To comply with legal requirements. To provide products and services that you have requested.NoPersonal Detail InformationAge, gender, date of birth, marital status, nationality, signature To improve our products and services. To improve our			To prevent fraud and abuse.		
address, audio, video, device fingerprintsInformation for the following purposes: To provide you with our products and services. To protect our systems and networks. To protect our systems and networks. To protect our users. To comply with legal requirements.NoEmergency Contact InformationName of emergency contact, contact information of emergency contact, relationship to individual, next of kin mergency contact in an emergency. Contact Information to contact your emergency contact in an emergency. Contact Information to contact your emergency contact in an emergency. Contact Information to contact your family information or the following purposes: To contact your family members in the event of an emergency.NoNoFamily InformationParent's name, dependents, and other household information information for the following purposes: To contact your family information for the following purposes: To contact your family memory.NoNoGovernment Identifier InformationDriver's license, national identification number, passport number, national identify card detailsWe collect and process your Government Information for the following purposes: To comply with legal requirements. To prevent fraud and abuse.NoNoPersonal Detail InformationAge, gender, date of birth, marital status, nationality, signature To provide products and services. To comply with legal requirements. To prevent fraud and abuse. To provide products and services. To improve our product		•	To improve our products and services.		
services. • To protect our systems and networks. • To protect our users. • To comply with legal requirements.NoNoEmergency Contact InformationName of emergency contact, contact information of emergency contact for an emergency.We collect and process your Emergency Contact Information to contact your emergency contact in an emergency.NoNoFamily InformationParent's name, dependents, and other household information or level lect and process your Family Information for the following purposes: • To contact your family members in the event social security number, national identification number, passport number, InformationNoNoGovernment Identifier InformationDriver's license, national identification quarks and details social security number, national identify card details • To prevent fraud and abuse.NoNoPersonal Detail InformationAge, gender, date of birth, marital status, nationality, signature • To provide products and services and services. • To provide products and services. • To provide products and services. • To provide products and services. • To improve our products and services. • To improve	Device Information			Yes	Yes
Image: The protect our users. To comply with legal requirements.Image: To protect our users. To comply with legal requirements.NoEmergency Contact InformationName of emergency contact, contact information of emergency contact, relationship to individual, next of kinWe collect and process your Emergency Contact Information to contact your emergency contact in an emergency.NoNoFamily InformationParent's name, dependents, and other household informationWe collect and process your Family Information for the following purposes: To contact your family members in the event of an emergency.NoNoGovernment Identifier InformationDriver's license, national identification number, passport number, social security number, national identity card detailsWe collect and process your Government Identifier Information for the following purposes: To verify your identity. To comply with legal requirements. To prevent fraud and abuse.NoNoPersonal Detail InformationAge, gender, date of birth, marital status, nationality, signature To provide event registration. To provide event registration. To provide event registration. To provide event registration. To improve our products and services. To improve our products and services. To improve our product and services. To improve our product and services. To provide traid and abuse.NoNoPersonal Health InformationInformation related to medical payment, medical chains data, medical literation, medical literation, ecrifications to or proveent redu and abuse.NoNoProfessional ExperimentProfessional Leperiments to medical und process your Professional tenesticiary, med		•			
Image: constant of the second secon			• To protect our systems and networks.		
Emergency Contact InformationName of emergency contact, contact information of emergency contact, relationship to individual, next of kinWe collect and process your Emergency Contact Information to contact your emergency contact in an emergency.NoNoFamily InformationParent's name, dependents, and other household information for maining the eventWe collect and process your Samily Information for the following purposes: To contact your family members in the eventNoGovernment Identifier InformationDriver's license, national identification number, passport number, social security number, national identify and detailsWe collect and process your Government Identifier Information for the following purposes: To verify your identify. To omply with legal requirements. To prevent fraud and abuse.NoPersonal Detail InformationAge, gender, date of birth, marital status, nationality, signature InformationWe collect and process your Personal Detail Information for the following purposes: To provide provide information that you have requested.YesPersonal Detail InformationAge, gender, date of birth, marital status, nationality, signature InformationWe collect and process your Personal Detail Information that you have requested.YesTo provide provide provide products and services. To provide provide information that you have requested.To provide sond services.YesPersonal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health Information for the following purposes: 			To protect our users.		
Informationcontact, relationship to individual, next of kinContact Information to contact your emergency contact in an emergency.Image: Contact of the following purposes: To contact your family Information for the following purposes: To contact your family members in the event of an emergency.NoNoGovernment Identifier InformationDriver's license, national identification number, passport number, social security number, national identity card detailsWe collect and process your Government to contact your identify. To contact your identify. To comply with legal requirements. To prevent fraud and abuse.NoNoPersonal Detail InformationAge, gender, date of birth, marital status, nationality, signature Information for the following purposes: To provide products and services. To provide products and services. To provide information that you have requested. To provide erond certains. To provide erond certains. To comply with legal requirements. To provide information that you have requested.YesYesPersonal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan heneficiary, medical treatmentWe collect and process your Personal Health information for the following purposes: To provide products and services. To provide information that pouses.NoProfessional Experience and AffiliationProfessional memberships, qualifications, certificationsWe collect and process your Personal Health information for the following purposes: To provide information for the following purposes: To improve our products and services.Professional Experience and AffiliationProfessi		•	• To comply with legal requirements.		
Information for the following purposes: 	0		Contact Information to contact your	No	No
Image: constraint of the second sec	Family Information	Parent's name, dependents, and other household information		No	No
Informationsocial security number, national identity card detailsIdentifier Information for the following purposes: To verify your identity. To comply with legal requirements. To prevent fraud and abuse.YesPersonal Detail InformationAge, gender, date of birth, marital status, nationality, signature InformationWe collect and process your Personal Detail Information for the following purposes: To provide products and services that you have requested. To provide information that you have requested. To provide event registration. To provide event registration. To improve our products and services. To improve our events. To prevent fraud and abuse.YesPersonal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health information for the following purposes: To assist in meal planning.NoProfessional Experience and AffiliationProfessional memberships, qualifications, certificationsWe collect and process your Professional Experience and Affiliation Information for the NoNo		•			
To comply with legal requirements. To prevent fraud and abuse.To comply with legal requirements. To prevent fraud and abuse.YesPersonal Detail InformationAge, gender, date of birth, marital status, nationality, signature Information for the following purposes: To provide products and services that you have requested.We collect and process your Personal Detail Information for the following purposes: To provide information that you have requested.YesTo provide event registration. To provide event registration. To improve our products and services. To improve our products and services. To improve our events. To comply with legal requirements. To prevent fraud and abuse. To prevent fraud and abuse. To market our products and services.NoPersonal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health Information for the following purposes: To assist in meal planning.NoProfessional Experience and AffiliationProfessional memberships, qualifications, certifications and AffiliationWe collect and process your Professional Experience and Affiliation Information for the bilation information for the bilation information for the following purposes: To assist in meal planning.NoNo			Identifier Information for the following	No	No
Personal Detail InformationAge, gender, date of birth, marital status, nationality, signature InformationWe collect and process your Personal Detail Information for the following purposes: To provide products and services that you have requested.YesTo provide products and services that you have requested.To provide information that you have requested.YesTo provide event registration. To improve our products and services.To improve our products and services.YesPersonal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health Information for the following purposes: To assist in meal planning.NoProfessional Experience and AffiliationProfessional memberships, qualifications, certifications Broken and Affiliation Information for theNo		•			
InformationInformation for the following purposes: To provide products and services that you have requested.Information for the following purposes: To provide products and services that you have requested.To provide information that you have requested.To provide information that you have requested.To provide information that you have requested.To provide event registration.To provide event registration.To improve our products and services.To improve our products and services.To omprove our events.To omply with legal requirements.To prevent fraud and abuse.To market our products and services.To market our products and services.Personal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health Information for the following purposes: To assist in meal planning.Professional Experience and AffiliationProfessional memberships, qualifications, certificationsWe collect and process your Professional Experience and Affiliation Information for the MoNo		•	To prevent fraud and abuse.		
have requested.To provide information that you have requested.To provide information that you have requested.To provide information that you have requested.To provide event registration.To provide event registration.To improve our products and services.To improve our products and services.To improve our events.To comply with legal requirements.To prevent fraud and abuse.To market our products and services.Personal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health Information for the following purposes: To assist in meal planning.NoProfessional Experience and AffiliationProfessional memberships, qualifications, certificationsWe collect and process your Professional Experience and Affiliation Information for theNo		Age, gender, date of birth, marital status, nationality, signature	1 V	Yes	Yes
requested.requested.To provide event registration.To improve our products and services.To improve our products and services.To improve our events.To comply with legal requirements.To prevent fraud and abuse.To prevent fraud and abuse.To market our products and services.Personal HealthInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentProfessional Experience and AffiliationProfessional memberships, qualifications, certificationsWe collect and process your Professional Experience and Affiliation Information for theNo		•			
For improve our products and services.To improve our products and services.To improve our events.To improve our events.To comply with legal requirements.To or prevent fraud and abuse.To prevent fraud and abuse.To market our products and services.Personal HealthInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health Information for the following purposes: To assist in meal planning.NoProfessional Experience and AffiliationProfessional memberships, qualifications, certificationsWe collect and process your Professional Experience and Affiliation Information for theNo		•			
Image: Personal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health Information for the following purposes: To assist in meal planning.NoNoProfessional Experience and AffiliationProfessional memberships, qualifications, certificationsWe collect and process your Professional Experience and Affiliation Information for the beneficiary medical ficationsNoNo		•	• To provide event registration.		
Image: Constraint of the constra		•	• To improve our products and services.		
Personal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health Information for the following purposes: To assist in meal planning.NoNoProfessional Experience and AffiliationProfessional memberships, qualifications, certificationsWe collect and process your Professional Experience and Affiliation Information for theNoNo		•	To improve our events.		
Personal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health Information for the following purposes: To assist in meal planning.NoNoProfessional Experience and AffiliationProfessional memberships, qualifications, certificationsWe collect and process your Professional Experience and Affiliation Information for theNoNo		•	• To comply with legal requirements.		
Personal Health InformationInformation related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatmentWe collect and process your Personal Health Information for the following purposes: To assist in meal planning.NoNoProfessional Experience and AffiliationProfessional memberships, qualifications, certificationsWe collect and process your Professional Experience and Affiliation Information for theNoNo		•	To prevent fraud and abuse.		
Informationmedical history, products, or equipment used, health plan beneficiary, medical treatmentInformation for the following purposes: To assist in meal planning.Information for the following purposes: To assist in meal planning.Professional Experience and AffiliationProfessional memberships, qualifications, certifications Experience and Affiliation Information for theNoNo		•	• To market our products and services.		
• To assist in meal planning. • To assist in meal planning. • Professional Experience and Affiliation • Professional memberships, qualifications, certifications • Recollect and process your Professional memberships, qualifications, certifications • We collect and process your Professional planning.		medical history, products, or equipment used, health plan		No	No
and Affiliation Experience and Affiliation Information for the		beneficiary, medical treatment	• To assist in meal planning.		
Information Ionowing purposes:	_	Professional memberships, qualifications, certifications		No	No

	•	To improve our products and services.		
Social Media Information	•	We collect and process your Social Media Information for the following purposes: To market our products and services to you. To improve our products and services. To comply with legal requirements.	Yes	Yes

Data Category Applicant		Example Personal Identifiers	Purposes for Collection/ Use		Targeted rtising	Shared with Partie		rd
Background Check Information	Criminal h	istory, criminal records, driving	g citations		We collect and Background Ch Information for purposes:	eck	No	No
				•	To understand interests.	your needs and		
				•	To prevent frau	d and abuse.		
				•	To verify your i qualifications.	dentity and		
				•	To assess your s the position.	suitability for		
				•	To comply with requirements, s related to empl anti-discrimina	such as those oyment law or		
				•	To protect the s security of our o customers.	-		
				•	To prevent frau	d and abuse.		
				•	To improve our making about h promotion, and employment-re	iring, other		
Contact Information	Name, pos location	tal address, phone number, ma	iling address, email address, ph	ysical	We collect and Contact Inform following purpo	ation for the	Yes	Yes
				•	To verify your i	dentity.		
				•	To communicat about our produ services.	·		
				•	To improve our	security.		
				•	To improve our	events.		
				•	To invite you to webinars.	our events or		
				•	To fulfill our co obligations to y			
				•	To provide you	with customer		

		support.		
	•	To comply with legal requirements.		
	•	To prevent fraud and abuse.		
	•	To improve our products and services.		
Device Information	Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints	We collect and process your Device Information for the following purposes:	Yes	Yes
	•	To provide you with our products and services.		
	•	To protect our systems and networks.		
	•	To protect our users.		
	•	To comply with legal		

		requirements.		
Education and Skills Information	Academic transcripts, educational degrees, education training and history, languages, letters of recommendation	We collect and process your Education and Skills Information for the following purposes:	No	No
		• To verify the educational qualifications of job applicants.		
		• To improve the company's recruitment and hiring processes.		
Employment Information	Benefits and entitlements data, company/entity, contract type, hours of work, job title, salary/wage, workers compensation claims, start date, end date, reason for termination, employee performance results, record of absence, time tracking, annual leave, office location, previous work history, grievances and complaints, health and	We collect and process your Employment Information for the following purposes:	No	No
	safety-related information and reporting, job application details, disciplinary action, exit interview	• To verify the educational qualifications of job applicants.		
		• To provide training and development opportunities for employees.		
		• To improve the company's recruitment and hiring processes.		
		• To comply with legal requirements.		
Emergency Contact Information	Name of emergency contact, contact information of emergency contact, relationship to individual, next of kin	We collect and process your Emergency Contact Information to contact your emergency contact in an emergency.	No	No
Government Identifier Information	Driver's license, national identification number, passport number, social security number, national identity card details	We collect and process your Government Identifier Information for the following purposes:	No	No
		• To verify your identity.		
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
Personal Detail Information	Age, gender, date of birth, marital status, nationality, signature	We collect and process your Personal Detail Information for the following purposes:	Yes	Yes
		• To provide employment.		
		• To provide information that you have requested.		
		• To provide event registration.		
		• To improve our products and services.		
		• To improve our events.		
		• To comply with legal requirements.		

	•	To prevent fraud and abuse. To market employment opportunities. To market our benefits to you.		
Personal Health Information	Information related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatment	We collect and process your Personal Health Information for the following purposes: To assist in meal planning.	No	No
Professional Experience and Affiliation Information	Professional memberships, qualifications, certifications	We collect and process your Professional Experience and Affiliation Information for the following purposes: To evaluate your qualifications for employment.	No	No

		 To improve our products and services. To comply with legal requirements. To prevent fraud and abuse. 		
Referral Information	Name of referral, contact information of referral, relationship of referral	 We collect and process your Referral Information for the following purposes: To evaluate your qualifications for employment. To contact you about employment opportunities. To improve our hiring process. To comply with legal requirements. To prevent fraud and abuse. 	No	No
Sensitive Data	Racial or ethnic origin, religious beliefs, mental or physical health condition or diagnosis, sex life, or sexual orientation, citizenship, or citizenship status; genetic or biometric data that may be used to uniquely identify them; and personal data from a known child	 We collect and process your Sensitive Data for the following purposes: To improve our products and services. To comply with legal requirements such as anti- discrimination laws. To protect the safety of employees or others. To conduct research on the effectiveness of training programs or the impact of diversity in the workplace. To prevent fraud and abuse. 	No	No

Data Category ((Visitors)	Office	Example Personal Identifiers	Purposes for Collection Use	n/	Used for Targeted Advertising	Shared wit Partic		rd
Contact Information		ostal address, phone number, physical location		for the To ma To sen To ven To ide	ollect and process your Contact e following purposes: arket our products and service nd you marketing materials. rify your identity. entify potential clients. mmunicate with you about ou	et Information	Yes	Yes
			•	To im	es. ntact you about your office vis prove our security. prove our events.	sit.		

		•	To improve our events.		
		•	To invite you to our events or webinars.		
		•	To fulfill our contractual obligations to you.		
		•	To provide you with customer support.		
		•	To comply with legal requirements.		
		•	To prevent fraud and abuse.		
		•	To improve our products and services.		
Device Information	Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints		We collect and process your Device Information for the following purposes:	Yes	Yes
		•	To provide you with our products and services.		
		•	To protect our systems and networks.		
		•	To protect our users.		
		•	To comply with legal requirements.		

Emergency Contact Information	Name of emergency contact, contact information of emergency contact, relationship to individual, next of kin	We collect and process your Emergency Contact Information to contact your emergency contact in an emergency.	No	No
Government Identifier Information	Driver's license, national identification number, passport number, social security number, national identity card details	 We collect and process your Government Identifier Information for the following purposes: To verify your identity. To comply with legal requirements. To prevent fraud and abuse. 	No	No
Personal Detail Information	Age, gender, date of birth, marital status, nationality, signature	 We collect and process your Personal Detail Information for the following purposes: To provide products and services that you have requested. To provide information that you have requested. To provide event registration. To improve our products and services. To improve our events. To comply with legal requirements. To prevent fraud and abuse. 	Yes	Yes
Personal Health Information	Information related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatment	We collect and process your Personal Health Information for the following purposes:To assist in meal planning.	No	No

Data Category (Pro Clients)				rd			
Background Check Information	Criminal	l history, criminal records, driv	<i>v</i> ing citations	 We collect and process your Ba Check Information for the follo To understand your needs and To assess your suitability for or services. To comply with legal requirem those related to anti-money lat know-your-customer laws. To prevent fraud and abuse. To improve our decision-makin marketing and sales. 	owing purposes: interests. ur products or ents, such as indering or	No	No
Contact Information		ostal address, phone number, physical location	mailing address, email	 We collect and process your Conformation for the following process of the following pro	ourposes: rvices.	Yes	Yes

			1 '	
	•	• To communicate with you about our products and services.		
	•	• To improve our security.		
	•	• To improve our events.		
	•	• To invite you to our events or webinars.		
	•	• To fulfill our contractual obligations to you.		
	•	• To provide you with customer support.		
	•	• To comply with legal requirements.		
	•	• To prevent fraud and abuse.		
	•	• To improve our products and services.		
Device Information	Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints	We collect and process your Device Information for the following purposes:	Yes	Yes
	•	• To provide you with our products and		

		services.		
	•	To protect our systems and networks.		
	•	To protect our users.		
	•	• To comply with legal requirements.		
Emergency Contact Information	Name of emergency contact, contact information of emergency contact, relationship to individual, next of kin	We collect and process your Emergency Contact Information to contact your emergency contact in an emergency.	No	No
Government Identifier Information	Driver's license, national identification number, passport number, social security number, national identity card details	We collect and process your Government Identifier Information for the following purposes:	No	No
	•	To verify your identity.		
	•	To comply with legal requirements.		
	•	To prevent fraud and abuse.		
Personal Detail Information	Age, gender, date of birth, marital status, nationality, signature	We collect and process your Personal Detail Information for the following purposes:	Yes	Yes
	•	To provide products and services that you have requested.		
	•	To provide information that you have requested.		
	•	To provide event registration.		
	•	To improve our products and services.		
	•	To improve our events.		
	•	To comply with legal requirements.		
	•	To prevent fraud and abuse.		
	•	To market our products and services.		
Personal Health Information	Information related to medical payment, medical claims data, medical history, products, or equipment used, health plan	We collect and process your Personal Health Information for the following purposes:	No	No
	beneficiary, medical treatment	To assist in meal planning.		
Professional Experience and Affiliation Information	Professional memberships, qualifications, certifications	We collect and process your Professional Experience and Affiliation Information for the following purposes:	No	No
	•	To improve our products and services.		
	•	To comply with legal requirements.		
	•	To market our products and services to you.		
	•	• To prevent fraud and abuse.		
Social Media Information	Social media accounts, social media content, social media history, profile information, posts, connections, likes, shares, comments,	We collect and process your Social Media Information for the following purposes:	Yes	Yes
	interactions, behavioral data, technical data	To market our products and services to you.		
	•	To improve our products and services.		
	•	• To comply with legal requirements.		
L	1	1	1	

Data Catego (Subscriber	•	Example Personal Identifiers	Purposes for Collection/ Use	Used for Targeted Advertising	Shared with Parties	·d
(Subscriber	Name, po	Identifiers	ailing address, email • • •	Advertising We collect and process your Cont for the following purposes: To market our products and servi To send you marketing materials. To verify your identity. To identify potential clients. To communicate with you about o and services.	act Information ices.	Yes
			•	To contact you about your accour To improve our security. To improve our events.	ıt.	

		• To invite you to our events or webinars.		
		• To fulfill our contractual obligations to you.		
		• To provide you with customer support.		
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
		• To improve our products and services.		
Device Information	Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints	We collect and process your Device Information for the following purposes:	Yes	Yes
		• To provide you with our products and services.		
		• To improve our products and services that you have requested.		
		• To protect our systems and networks.		
		• To protect our users.		
		• To comply with legal requirements.		
		• To market our products and services to you.		
Emergency Contact Information	Name of emergency contact, contact information of emergency contact, relationship to individual, next of kin	We collect and process your Emergency Contact Information to contact your emergency contact in an emergency.	No	No
Personal Detail Information	Age, gender, date of birth, marital status, nationality, signature	We collect and process your Personal Detail Information for the following purposes:	Yes	Yes
		• To provide products and services that you have requested.		
		• To provide information that you have requested.		
		• To improve our products and services.		
		• To improve our events.		
		• To comply with legal requirements.		
		• To prevent fraud and abuse.		
		• To market our products and services.		
Social Media Information	Social media accounts, social media content, social media history, profile information, posts, connections, likes, shares, comments,	We collect and process your Social Media Information for the following purposes:	Yes	Yes
	interactions, behavioral data, technical data	• To understand your interests and preferences.		
		• To personalize your experience.		
		• To market our products and services to you.		
		• To improve our products and services.		
		• To comply with legal requirements.		

Data Categor Parties	•	Example Personal Identifiers	Purposes for Collection/ Use	Used for Targeted Advertising	Shared with Partie		r d
Contact Information	Name, pos location	stal address, phone number, m	ailing address, email address, ph	ysical We collect and process Information for the follo	·	Yes	Yes

•	To verify your identity.	
•	To communicate with you about our products and services.	
•	To improve our security.	
•	To improve our events.	
•	To invite you to our events or webinars.	
•	To fulfill our contractual obligations to you.	
•	To comply with legal requirements.	
•	To prevent fraud and abuse.	
•	To improve our products and services.	

Device Information	Device type and operating system, device unique identifier, IP address, audio, video, device fingerprints	We collect and process your Device Information for the following purposes:	Yes	Yes
	•	To provide you with our products and services.		
	•	To protect our systems and networks.		
	•	To protect our users.		
	•	To comply with legal requirements.		
Emergency Contact Information	Name of emergency contact, contact information of emergency contact, relationship to individual, next of kin	We collect and process your Emergency Contact Information to contact your emergency contact in an emergency.	No	No
Financial Detail Information	Bank account information, bank statements, compensation data, and other financial-related details such as income, investments, benefits, tax status	We collect and process your Financial Detail Information for the following purposes:	No	No
	•	To process payments.		
	•	To verify your identity.		
	•	To conduct due diligence.		
	•	To protect our interests.		
	•	To negotiate acquisitions.		
	•	To comply with legal requirements.		
	•	To protect against fraud and abuse.		
Government Identifier Information	Driver's license, national identification number, passport number, social security number, national identity card details	We collect and process your Government Identifier Information for the following purposes:	No	No
		To verify your identity.		
		To comply with legal requirements.		
	•	To prevent fraud and abuse.		
			37	37
Personal Detail Information	Age, gender, date of birth, marital status, nationality, signature	We collect and process your Personal Detail Information for the following purposes:	Yes	Yes
	•	To provide information that you have requested.		
	•	To provide event registration.		
	•	To improve our products and services.		
	•	To improve our events.		
	•	To comply with legal requirements.		
	•	To prevent fraud and abuse.		
Personal Health Information	Information related to medical payment, medical claims data, medical history, products, or equipment used, health plan beneficiary, medical treatment	We collect and process your Personal Health Information for the following purposes:	No	No
	•	To assist in meal planning.		
Referral Information	Name of referral, contact information of referral, relationship of referral	We collect and process your Referral Information for the following purposes:	No	No
	•	To evaluate your qualifications for employment.		
	•	To contact you about employment opportunities.		
	•	To improve our hiring process.		
	•	To comply with legal requirements.		
	•	To prevent fraud and abuse.		
Sensitive Data	Racial or ethnic origin, religious beliefs, mental or physical health condition or diagnosis, sex life, or sexual orientation, citizenship, or citizenship status;	We collect and process your Sensitive Data for the following purposes:	No	No
	genetic or biometric data that may be used to uniquely identify them; and personal data from a known child	To comply with legal requirements such as anti-discrimination laws.		
	•	To protect the safety of employees or others.		
	•	To conduct research on the effectiveness		

Workplace Welfare InformationBullying and harassment detailsWe collect and process your Workplace Welfare Information for the following purposes:NoTo improve our workplace welfare programs.To improve our workplace welfare programs.No			of training programs or the impact of diversity in the workplace.		
To prevent fraud and abuse.	Welfare	Bullying and harassment details	 Welfare Information for the following purposes: To improve our workplace welfare programs. To comply with legal requirements. 	No	No

Data Category (Website Users)			Example Personal Identifiers	Purposes for Collection/ Use		r Targeted ertising	Shared with Third Parties		rd
	Browsing Information			ckstream browser type	 We collect and process your Browsing Information for the following purposes: To understand your interests and needs. To improve the performance of our marketing campaigns. To improve the performance of our website. To personalize the content and advertising that we show to users. To prevent fraud and abuse. To comply with legal requirements. To improve the security of our website, systems, and services. 			Yes	
	Contact Information	Name, postal	address, phone number, mailin	g address, email address, physi		 We collect and p Contact Information following purpose To market our p services. To send you manimaterials. To verify your ide To identify potential To communicate our products and account. To improve our To improve our To invite you to webinars. To provide you webinars. To comply with requirements. To prevent frauce To improve our 	tion for the ses: roducts and rketing lentity. ntial clients. e with you about d services. bout your security. events. our events or with customer legal l and abuse.	Yes	Yes
	Device Information	Device type a device finger	nd operating system, device uni prints	que identifier, IP address, audio	•	We collect and p Device Informat following purpose To provide you w products and ser To improve our services that you requested.	ion for the ses: with our rvices. products and	Yes	Yes

	 To protect our systems and networks. To protect our users. To comply with legal requirements. To market our products and services to you. 		
Social Media Information	 We collect and process your Social Media Information for the following purposes: To understand your interests and preferences. To personalize your experience. To market our products and services to you. To improve our products and services. To comply with legal requirements. 	Yes	Yes

Browsing and Device Information

Like many companies, your visit to our website triggers automatic collection of cookies and other tracking technologies. We and third parties, including our third-party service providers may automatically collect certain details about your device and browsing, like IP address, browser type, and page views through the use of cookies and other tracking tools like analytics and pixels. This information may be used to understand your interests and needs, improve the performance of our marketing campaigns, improve the performance of our <u>website</u>, personalize the content and advertising that we show to you, prevent fraud and abuse, comply with legal requirements, or improve the security of our website, systems, and services. If you no longer wish to receive promotional communications from us, you may at any time request that we discontinue sending you such materials by contacting us using this <u>link</u>.

Please visit our <u>Cookies and Other Tracking Technologies Notice</u> for more information.

Children's Data

Our services are not directed at Children, and we do not knowingly collect any Personal Data from Children under the age of 16 without prior verifiable parental consent.

Certain Citrin Cooperman services, may process Personal Data related to Children, such as their date of birth, address, or other identifiable information to fulfill our service obligations to you. This Personal Data is not collected directly from Children, but from other parties such as your representative, or directly from you as the parent or guardian of the Child (e.g., so that the Child may be named a beneficiary to an insurance policy or pension plan).

If Citrin Cooperman learns that a Child under the age of 16 has submitted Personal Data without parental consent, we will take all reasonable measures to delete the data as soon as possible and to not use such data for any purpose, except where necessary to protect the safety of the Child or others as required or allowed by law. If you believe a Child under the age of 16 has provided us with Personal Data, please contact us at privacy@citrincooperman.com or use the mailing address below.

Categories of Third Parties with Whom Personal Data Is Potentially Disclosed

We may need to disclose your Personal Data in certain circumstances as outlined below to carry out our business. We take your privacy seriously and will only disclose your Personal Data when it is necessary to do so. Furthermore, we have put in place safeguards to protect your Personal Data and will only disclose it to third parties who have agreed to protect it as well.

Third-party suppliers, service providers, affiliates, and business partners: Citrin Cooperman may disclose Personal Data to third-party suppliers, service providers, affiliates, and business partners to assist us in meeting business operation needs and to deliver our services and functions.

Vendors: Citrin Cooperman may disclose Personal Data to vendors who provide services to the firm, such as information technology services, cloud computing services, and data storage services. This is done to allow these vendors to perform their services effectively and efficiently.

Investors: Citrin Cooperman may disclose Personal Data to investors to provide them with information about the firm's financial performance and operations. This disclosure is necessary for investors to make informed investment decisions.

Regulators: Citrin Cooperman may disclose Personal Data to regulators to comply with legal and regulatory requirements. For example, Citrin Cooperman may be required to disclose Personal Data to the Securities and Exchange Commission in connection with an audit of a public company.

Law enforcement: Citrin Cooperman may disclose Personal Data to law enforcement agencies if required to do so by law. For example, Citrin Cooperman may be required to disclose Personal Data to the Federal Bureau of Investigation in connection with an investigation of a financial crime.

Sale and Share, Including Targeted Advertising, of Personal Data

Colorado's expansive definition of "sale" means that even non-monetary exchanges, such as any instance where a consumer's personal data is transferred or disclosed to a third party, in exchange for any form of valuable consideration, constitutes a "sale," regardless of whether monetary compensation is involved.

We may sell or share Personal Data with third parties for various purposes including Targeted Advertising. We use third parties, such as Google Analytics, Sitecore, and Demandbase to automatically collect browsing, contact, device, personal detail, and social media Personal Data using cookies, web beacons and/ or pixels on our behalf when you are using our site and other platforms. These services allow us to improve the performance of our website and to personalize the content and advertising that we show to you. In the process of setting cookies and tracking technologies, to provide Citrin Cooperman with certain analytics services on our site, some third-party providers may retain such analytics data for their proprietary purposes including for Targeted Advertising. Since the retention of analytics data may impact the price of the analytics services to Citrin Cooperman, it may be deemed a Sale of Personal Data.

Google Analytics

We use the services of Google Analytics, a web analytics service provided by Google, Inc. ("Google"). This analytical tool uses cookies and other similar technologies to help analyze how visitors use the sites. Our site offers the ability to turn off tracking cookies. For more information about the collection and use of data through Google Analytics, please refer to https://www.google.com/policies/privacy/partners. Google offers the ability to opt-out of tracking through Google Analytics, please refer to https://www.google.com/dlpage/gaoptout. Google has developed the Google Analytics Opt-out of tracking through Google Analytics cookies. For more information, please visit https://tools.google.com/dlpage/gaoptout. Google has developed the Google Analytics Opt-out of tracking through Google Analytics cookies. For more information, please visit https://tools.google.com/dlpage/gaoptout. Google has developed the Google Analytics Opt-out Browser Add-on to provide website visitors with more choices on how their data is collected by Google Analytics. The add-on communicates with Google Analytics JavaScript (ga.js) to indicate that information about the website visit should not be sent to Google Analytics. The Google Analytics Opt-out Browser Add-on does not prevent information from being sent to the website itself or to other web analytics services. You can also opt out of Google Analytics by declining cookies for advertising.

Sitecore

We use the services of Sitecore, a digital experience platform (DXP) that helps us create and manage digital content and experiences. Sitecore uses cookies and other similar technologies to help analyze how visitors use the sites to create and deliver personalized digital experiences to you. Our site offers the ability to turn off tracking cookies. For more information about the collection and use of data through Sitecore, please refer to <u>Sitecore Privacy Policy | Sitecore</u>. Sitecore offers the ability to opt out of tracking through Sitecore cookies. For more information, please visit <u>Your privacy choices (sitecore.com)</u>. Sitecore has a <u>Privacy rights request form</u> which you may use to facilitate Opt-out requests and provide you with more choices on how your data is collected by Sitecore. You can also opt out of Sitecore collection and processing by declining cookies for <u>Analytics and Targeted Advertising ("Do Not Sell" Opt Out)</u>.

Demandbase

We use the services of Demandbase, a go-to-market (GTM) platform that helps us identify and engage prospective clients. Demandbase and their analytics/ service providers use tracking pixels, tags, web beacons and cookies to collect information. These technologies are used in analyzing trends, tracking users' online movements, and gathering demographic information about our user base. Our site offers the ability to turn off tracking cookies. For more information about the collection and use of data through Demandbase, please refer to <u>Demandbase Privacy Notice</u>. Demandbase offers the ability to opt out of tracking through their <u>Privacy Preference Center</u>. Demandbase has a <u>Privacy rights request form</u> which you may use to facilitate Opt-out requests and provide you with more choices on how your data is collected by Demandbase. You can also opt out of collection and processing by declining cookies other than those that are strictly necessary.

Cookies and Other TrackingTechnologies

Please see our <u>Cookie and Other Automated Technologies Notice</u> to better understand our use of Cookies and Other Tracking Technologies, including your rights and how you can control your Personal Data collected from Cookies and Other Tracking Technologies. Turning off cookies also does not end collection of data through pixels. Pixels, also known as web beacons or clear GIFs, are small, transparent images that can be embedded in websites and emails. Turning off cookies will prevent websites from setting cookies on your browser. However, it will not prevent pixels from setting cookies on your browser, as pixels are not cookies, but are simply images. If you are concerned about your privacy, you can control which pixels are accepted by your browser by adjusting your privacy settings. Most browsers allow you to block all pixels or to only accept pixels from certain websites. To further understand your Personal Data rights, see the section, "Exercising Your Data Protection Rights," below.

We may use third-party marketing Cookies and Other Tracking Technologies to help deliver advertisements relevant to your interests. These include:

Facebook: You can learn more about Facebook cookies and how you can control them at <u>Meta Cookies Policy | Privacy Center | Manage your privacy on</u>

Facebook, Instagram and Messenger | Facebook Privacy.

Google/YouTube: You can learn more about Google cookies and how you can control them at How Google uses cookies – Privacy & Terms – Google

LinkedIn: You can learn more about LinkedIn cookies and how you can control them at Cookie Policy | LinkedIn

Hubspot: You can learn more about Hubspot cookies and how you can control them at <u>HubSpot Cookie Policy</u>.

Third-Party Links and Services

This site and all websites linked to the website contain third-party links that can be used to access certain services provided by third parties. This Privacy Notice does not address data collection or processing by any of those parties.

Do Not Track/Global Privacy Control (GPC)

Do Not Track ("**DNT**") or "Global Privacy Control" is a preference setting offered by various internet browsers, whereby a signal is automatically sent by the browser to each website visited requesting that the user's activities are not tracked by that website and that the website does not enable onward tracking to other websites. You can usually access your browser's DNT option in your browser's preferences. If that occurs, the website visited will not recognize you upon

return to that website or save your passwords or usernames, and some other features of a website may become unavailable or not function properly.

Retention

How long we retain your Personal Data depends on the purpose for which it was obtained and its nature. This includes providing you with a service you have requested from us or to comply with applicable legal requirements, including complying with the law, retaining records, resolving disputes, and enforcing our agreements. This storage period may extend beyond the term of your relationship with us. We will keep your Personal Data for the period necessary to fulfil the purposes described in this Notice unless a longer retention period is permitted or required by law and in accordance with the Citrin Cooperman Record Retention Policy.

Your Data Protection Rights

As a Colorado resident, you have specific rights under the Colorado Privacy Act (CPA) to control your Personal Data.

Right of Access. You can ask us what Personal Data we have collected about you and request access to such data upon verifiable request.

Right to Data Portability. You may have the right to receive a copy of the Personal Data we have collected about you. Colorado residents have the right to request and, subject to certain exemptions, receive a copy of the specific pieces of Personal Data that we have collected about them and to have this delivered, free of charge, electronically in a portable and, to the extent technically feasible, readily usable format that allows the individual to transmit this information to another entity without hindrance.

Right to Correction. Subject to certain exceptions, you can ask us to fix any inaccurate Personal Data we have about you upon verifiable request.

Right to Deletion. Subject to certain exceptions, such as our ability to comply with a legal obligation, you have the right to request that we delete the Personal Data we have collected from you upon verifiable request.

Right to Opt Out of Sale/Sharing of Personal Data (including for Targeted Advertising). You have the right to opt out of Sale/Share of Personal Data, including for Purposes of Targeted Advertising by clicking: <u>Opt-out of Sale/Sharing of My Personal Information (including for Targeted Advertising</u>. Please see our <u>Cookies and Other Tracking Technologies Notice</u> to better understand our use of cookies, as well as your rights involving cookies and other areas of automated Personal Data collection.

Automated Decision Making

While we don't rely solely on automated systems to make decisions about you, we may use profiling techniques like analyzing background checks to assist in tasks like assessing client eligibility. This helps us ensure responsible service provision and protect both you and us.

Exercising Your Data Protection Rights

You have the right to make a verifiable consumer request related to your Personal Data and may also make a verifiable consumer request on behalf of your minor child. If you are making a request on behalf of someone else, we may ask for additional information to protect their Personal Data, such as proof that you are authorized to make the request. We will only use Personal Data provided in a verifiable consumer request to verify the requestors' identity or authority to make the request.

We cannot respond to your request, except for requests to Opt-out of Sale/Sharing of My Personal Information (including for Targeted Advertising), or provide you with your Personal Data if we cannot verify your identity or authority to make the request, or if we cannot confirm that the Personal Data relates to you or your minor child. We may also be unable to comply with your request if we have a legal or regulatory obligation to keep your Personal Data, such as when the Personal Data is necessary to complete a transaction.

To the extent any of the above rights are applicable and you would like to exercise your rights as a Colorado resident, please leverage our <u>Data Subject Access</u> <u>Request Form</u> or contact us by email at privacy@citrincooperman.com, or by phone at (888) 450-2221. You are not required to pay any charge for exercising your rights.

Once you have submitted a request, we will respond to you within forty-five (45) days. If, for some reason, you do not receive a response within forty-five (45) days of your submitted request, please send an email to privacy@citrincooperman.com, as an error may have occurred. If we cannot verify your identity within the forty-five-day (45) time period, we may deny the request. If necessary, we may take up to an additional forty-five (45) calendar days to respond to a request, for a maximum total of ninety (90) calendar days from the date the request is received, provided that we contact you with an explanation of the reason why we will take more than forty-five (45) days to respond to the request. If we are unable to assist you, we will notify you within forty-five (45) days of the date you submitted the request and provide you with notice and an explanation of the reason we are not able to fulfill your request, including how to appeal our determination.

Anti-discrimination

We cannot and will not discriminate against you for exercising your CPA rights. Specifically, we will not:

Deny you services.

Charge you different fees or rates for services, including using discounts or other benefits, or imposing penalties.

Provide you with a different level or quality of services.

Suggest that you receive different rates for services or services of a different level or quality.

Appeal Process

If your request is denied, please leverage our <u>Data Subject Access Request Form</u> and select option "Appeal Citrin Cooperman's Refusal to Take Action on a Request." We will respond within sixty (60) days of receipt of your appeal. You may contact the Colorado Attorney General if you have concerns about the results of the appeal.

Changes to This Notice

We may update this Statement occasionally. When we do, we will post the current version on this site, and we will revise the version date located at the top of this page. We encourage you to periodically review this Notice so that you will be aware of our privacy practices.

View the full Citrin Cooperman Privacy Notice.

Accessible Format

This Addendum is available to individuals with disabilities. To access this Addendum in an alternative downloadable format, please <u>click here</u>