

## **PRIVACY NOTICE**

*Last Revised September 27, 2021*

### **Information collection**

We collect the following personally identifiable information (PII) about you:

- Name
- Contact information
- Date of birth
- Government identifiers (such as social security number)
- Financial account information
- Information about your family, dependents, and/or emergency contacts
- Other information about you in connection with the Personnel relationship

In some cases, we may collect the following types of PII about you that may be considered sensitive:

- Race
- Ethnic origin
- Medical or health information
- Religious affiliation or philosophical beliefs
- Criminal records
- Trade union membership
- Sex life or sexual orientation
- Political opinions

We do not unlawfully discriminate in connection with the Personnel relationship and will only use PII, including sensitive information, in a lawful manner.

We collect PII about you from, among other places:

- Information you provide directly to us
- Information we may receive from other firms within the UC Group network
- Information we may receive from third parties such as consumer reporting agencies or in connection with organizational transactions (such as mergers and acquisitions)

### **Information use**

We use PII about you to:

- Provide you with compensation and benefits
- Manage and develop your performance
- Determine your eligibility for hire, promotion or admission as a partner or principal
- Facilitate our business operations, such as promoting and delivering our services to clients and prospective clients
- Comply with independence and other professional and legal requirements
- Facilitate business travel
- Monitor your use of our resources and facilities
- Maintain safety and security
- Address additional aspects of the Personnel relationship

### **Disclosure of information to third parties**

We share PII about you with other entities to fulfill our obligations to you or others or as required or permitted by law, regulation, contract or professional standards. We may share PII about you with the following types of third parties:

- Other firms within the UC Group network
- Clients, potential clients and other third parties in connection with the promotion and delivery of our services
- Third parties that perform services for us or that provide services or benefits to you
- Government entities and regulatory bodies, such as law enforcement or national security agencies, regulators or courts
- Those with whom you have requested us to share information
- Third parties in connection with organizational transactions (such as sales, divestitures, reorganizations or mergers)
- Other third parties when disclosure is otherwise a necessary consequence of the Personnel relationship

Any PII that we have referenced above under “Information collection” may be disclosed to the third parties identified in this section for the purposes set forth herein.

We require third parties who perform services for us to agree to treat PII about you confidentially and securely. We generally do not place requirements on third parties regarding the treatment of PII about you if the PII is provided to the third party at your request or in connection with your purchase of goods or services from the third party.

We may transfer PII about you outside the United States to other countries for the purposes described in this Personnel Privacy Notice or as permitted or required by law.

#### **Selling of information**

We do not sell your PII.

#### **Consent**

Except as required by law, we will not obtain your consent to the processing of PII about you if the processing is consistent with this Personnel Privacy Notice.

#### **Former personnel**

If your relationship with us changes, for example if you retire or resign, we may continue to use PII about you for the purposes described in this Personnel Privacy Notice.

#### **Requests to Access, Correct, Amend or Delete PII**

You may request access to PII we have about you. You may also request the correction or amendment of PII that is inaccurate or the deletion of PII. We will treat your requests for access, correction, amendment or deletion of PII in accordance with our Privacy Notice, guidelines and applicable legal requirements.

#### **Information security**

We maintain reasonable physical, administrative and technical safeguards to protect PII from loss, misuse, unauthorized access, disclosure, alteration or destruction.

#### **Changes to our Privacy Notice**

In addition to describing our current privacy practices, this Privacy Notice also describes the categories of personal information we collected, disclosed, or sold during the preceding 12 months. We reserve the right to change this Personnel Privacy Notice. We will provide you with a revised Personnel Privacy Notice that reflects such changes as required by law.

**Questions**

If you have any questions or concerns regarding this Personnel Privacy Notice, please contact us at *careers@uc.group*

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