

## Privacy Policy For California Residents

This privacy policy is for our clients, potential clients, and users of our websites, collaboration sites, blogs, apps and other digital media mobile applications, and online services who are California consumers, as defined below (this "**California Privacy Policy**") and supplements the information contained in Mayer Brown's Privacy Notice located at [www.mayerbrown.com](http://www.mayerbrown.com) (the "**Mayer Brown Privacy Policy**").

This notice does not cover how we manage your personal information if you are a partner of or work for Mayer Brown or are applying for a position at Mayer Brown. If you are applying for a position at Mayer Brown you can find relevant information about how we handle your personal information on the recruitment pages of our website.

### 1. OVERVIEW OF THIS CALIFORNIA PRIVACY POLICY

The California Consumer Privacy Act of 2018 ("**CCPA**") gives California consumers certain privacy rights related to their personal information. This document describes the rights that California consumers may have under the CCPA.

**What is "personal information"?** For the purposes of this California Privacy Policy, "**personal information**" is defined as information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular California consumer or California household. Personal information does not include:

- Publicly available information from government records.
- De-identified or aggregated information.
- Other regulated information that is excluded from the CCPA's scope, such as:
  - medical information governed by the California Confidentiality of Medical Information Act (CMIA);
  - protected health information collected by a covered entity or business associated governed by the Health Insurance Portability and Accountability Act of 1996 (HIPAA);
  - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FRCA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

**Who are "California consumers"?** A "**California consumer**" is a natural person who resides in California. For the purposes of this California Privacy Policy, a California consumer does not include persons to the extent they are (i) acting as an employee, owner, director, officer or contractor of a company, partnership, sole proprietorship, nonprofit or government agency that is doing business with Mayer Brown or (ii) acting as a job applicant to, an employee of, owner of, director of, officer of, medical staff member of, or contractor of Mayer Brown.

## 2. HOW WE COLLECT, USE, AND SHARE PERSONAL INFORMATION

Mayer Brown may collect personal information from you in different ways and for different purposes, as described further below. The table below describes the categories of personal information we may have collected about California consumers in the twelve (12) months prior to the date of this California Privacy Policy, the sources from which we may have collected that personal information, the purposes for which we may have used that personal information, and the third parties with whom we may have shared that personal information. It is important to note that the types of personal information we collect will depend on your interaction with us, including the type of representation for which we are hired and your relationship with the firm.

Category of Personal Information Collected	Categories of Source(s) from which Personal Information Was Collected	Business or Commercial Purpose(s) for which Personal Information Was Collected or Used	Categories of Third Parties with whom Personal Information Was Shared
<b>Personal Identifiers, including name, address, telephone number, email address</b>	Consumers	Business intake/conflicts checking Maintaining our Alumni Network Client collaboration on particular matters Business continuity Facilitating client communications Enabling access for and security for our offices Billing and expense reimbursement Facilitating the provision of legal advice and services Facilitating marketing/business development communications	Commercial research services Translation services Collaboration platform providers Extranet services Email backup services provider Mobile application provider Cloud based file sharing utility IT service provider Off-site records storage/management Government agencies Local counsel for clients of the Global Mobility & Migration practice area Cloud-based software provider

Category of Personal Information Collected	Categories of Source(s) from which Personal Information Was Collected	Business or Commercial Purpose(s) for which Personal Information Was Collected or Used	Categories of Third Parties with whom Personal Information Was Shared
<b>Social security numbers</b>	Consumers	Facilitating the provision of legal advice and services	Government agencies Consumers' other professional advisers Local counsel for clients of the Global Mobility & Migration practice area Cloud-based software provider
<b>Passport or other government identification</b>	Consumers	Client intake Facilitating the provision of legal advice and services	Government database research service Local counsel for clients of the Global Mobility & Migration practice area Cloud-based software provider
<b>Education and Employment History</b>	Consumers	Maintaining our Alumni Network Client intake/conflicts checking Facilitating the provision of legal advice and services	Database provider Commercial research services Local counsel for clients of the Global Mobility & Migration practice area Government agencies Cloud-based software provider
<b>Gender, Race</b>	Consumers	Facilitating the provision of legal advice and services	Local counsel for clients of the Global Mobility & Migration practice area Government agencies Cloud-based software provider

Category of Personal Information Collected	Categories of Source(s) from which Personal Information Was Collected	Business or Commercial Purpose(s) for which Personal Information Was Collected or Used	Categories of Third Parties with whom Personal Information Was Shared
<b>Marital status and dependent information</b>	Consumers	Facilitating the provision of legal advice and services	Consumers' other professional advisers Local counsel for clients of the Global Mobility & Migration practice area Government agencies Cloud-based software provider
<b>Asset ownership and valuation</b>	Consumers	Facilitating the provision of legal services	Consumers' other professional advisers
<b>Bank account information</b>	Consumers	Facilitating fee and retainer payments Facilitating the provision of legal services	Accounting application provider Consumers' other professional advisers
<b>Tax returns</b>	Consumers	Facilitating the provision of legal services	Consumers' other professional advisers
<b>Insurance policy information</b>	Consumers	Facilitating the provision of legal services	Consumers' other professional advisers
<b>Personal records, such as, birth certificates, marriage certificates, divorce/adoption decrees, wage statements, police clearance certificates, medical exams and other health information, employment records including</b>	Consumers	Facilitating the provision of legal services	Local counsel for clients of the Global Mobility practice area Government agencies Cloud-based software provider

Category of Personal Information Collected	Categories of Source(s) from which Personal Information Was Collected	Business or Commercial Purpose(s) for which Personal Information Was Collected or Used	Categories of Third Parties with whom Personal Information Was Shared
compensation data, photographs, diplomas, arrest/conviction records			
Utility bills	Consumers	Client intake	Government database research service
Video images	Closed circuit television in our New York office	Building security	IT provider
Mayer Brown website usage	Consumer, upon website registration using name and email address	Facilitating website registration and remembering users' preferences	IT provider
Interactions with Mayer Brown emails and substantive content sent through email	Consumer, through opening of email and use of links embedded in email	Facilitating our understanding of the mailings' effectiveness Providing users information about other events or services in their areas of interest	IT provider

### 3. ADDITIONAL PURPOSES FOR USING/SHARING PERSONAL INFORMATION

In addition to the purposes identified above, we may also use and share the categories of Personal Information identified above to:

- Address legal or regulatory disputes or investigations involving our work, including potential and actual negligence claims and professional discipline matters; or
- Prosecute or defend lawsuits or other legal disputes in which you are involved and for which you hire us to represent you.

In such instances, we may disclose Personal Information about you to our co-counsel, opposing counsel, external electronic discovery vendors, external subject matter or expert witnesses/consultants, or our insurers.

Additionally, if you retain us to represent you in connection with a legal dispute, we may collect additional categories of Personal Information from you (or at your direction) depending on the subject

matter of the representation. The use and sharing of such Personal Information will be consistent with the uses outlined above.

#### 4. NO SALE OF PERSONAL INFORMATION

We have not sold personal information about you in the twelve (12) months prior to the date of this California Privacy Policy, and will not sell personal information about you until further notice. If we change our practices in the future for any new information that we collect from you, we will notify you by updating this California Privacy Policy.

#### 5. CCPA RIGHTS FOR CALIFORNIA CONSUMERS

The CCPA provides California consumers with certain rights with regard to their personal information. This Section explains those rights. If you are a California consumer and would like to exercise any of those rights, please see Section 5.F below for more information on how to submit a request.

##### A. RIGHT TO KNOW ABOUT AND ACCESS YOUR PERSONAL INFORMATION

If you are a California consumer, you may have the right to request that Mayer Brown provide you with information regarding what personal information about you we have collected, used, disclosed, or sold in the preceding twelve (12) months. Once we receive your request and verify your identity, we will disclose to you one or more of the following as requested:

- The categories of personal information we have collected about you in the preceding twelve (12) months.
- The categories of sources from which we collected your personal information in the preceding twelve (12) months.
- The business or commercial purposes for collecting your personal information in the preceding twelve (12) months.
- The categories of third parties with whom we shared your personal information in the preceding twelve (12) months.
- The specific pieces of personal information we collected about you in the preceding twelve (12) months.

##### B. RIGHT TO DELETE YOUR PERSONAL INFORMATION

If you are a California consumer, you may have the right to request that Mayer Brown delete certain of your personal information that we have collected from you. However, this right to deletion does not apply to any of your personal information that is subject to an exception under the CCPA (as described below). Once we receive your request and verify your identity, we will delete (and direct our service providers to delete) your personal information in our records that is not subject to any of the CCPA exceptions.

##### *CCPA Exceptions*

We may deny your deletion request where your personal information is required for any of the following reasons, which we will identify in our response to you if we deny your request:

- Complete the transaction for which we collected the personal information, provide a good or service that you requested, take actions reasonably anticipated within the context of our ongoing business relationship with you, or otherwise perform our contract with you.
- Detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, or prosecute those responsible for such activities.
- Debug products to identify and repair errors that impair existing intended functionality.
- Exercise free speech, ensure the right of another consumer to exercise their free speech rights, or exercise another right provided for by law.
- Comply with the California Electronic Communications Privacy Act (Cal. Penal Code § 1546 seq.).
- Engage in public or peer-reviewed scientific, historical, or statistical research in the public interest that adheres to all other applicable ethics and privacy laws, when the information's deletion may likely render impossible or seriously impair the research's achievement, if you previously provided informed consent.
- Enable solely internal uses that are reasonably aligned with your expectations based on your relationship with us.
- Comply with a legal obligation.
- Make other internal and lawful uses of that information that are compatible with the context in which you provided it.

### C. RIGHT TO OPT-OUT OF THE SALE OF YOUR PERSONAL INFORMATION

We have not sold personal information about you to third parties in the twelve (12) months prior to the date of this California Privacy Policy, and will not sell personal information about you until further notice. If we change our practices in the future for any new information that we collect from you, we will notify you by updating this California Privacy Policy.

### D. RIGHT TO NON-DISCRIMINATION

Mayer Brown will not discriminate against any California consumer who exercises any of the rights described above. Specifically, except as permitted by the CCPA, we will not deny you goods or services; charge you different prices or rates, including through granting discounts or other benefits, or imposing penalties; provide you with a different level of service or quality of goods or services; or suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.

### E. HOW TO SUBMIT A REQUEST

If you are a California consumer and would like to exercise any of the CCPA rights identified above, you may submit a request by completing this form **<insert link to form>** or by calling us toll-free at (844) 936-1724.

### F. SUBMITTING A REQUEST THROUGH YOUR AUTHORIZED AGENT

If you are a California consumer, you may have the option to designate an authorized agent to submit a request on your behalf, so long the authorized agent has your written permission to do so and you have taken steps to verify your identity directly with us. If you would like to designate an agent, your agent must register as such with the California Secretary of State and submit a copy of this registration along with your consumer request to us. We may need to contact you directly to verify the request.

## G. HOW WE VERIFY YOUR REQUEST

We cannot fulfill your request or provide you with your personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you. Making a verifiable consumer request does not require you to create an account with us.

To verify your identity, we will ask that you provide the following information when you submit your request: your name, address, telephone number, email address, and a description of your relationship to Mayer Brown (e.g., client, website user, or member of Mayer Brown alumni website), and the nature of your request under the CCPA (e.g., request to delete or request to know).

Depending on your type of request or the information requested by you, we may require additional information in order to verify your identity and fulfill your request. If we cannot successfully verify your identity, we will inform you of that fact.

We will respond to your request within forty-five (45) days. However, in certain circumstances, we may require additional time to process your request, as permitted by the CCPA or other applicable law. We will advise you within forty-five (45) days after receiving your request if such an extension is necessary and why it is needed. Any disclosures we provide will only cover the twelve (12)-month period preceding our receipt of your request. If we cannot fulfill your request, our response to you will also explain the reason why we cannot fulfill your request.

We do not charge a fee to process or respond to your consumer request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

You may only make a consumer request to know about or access your personal information twice within a twelve (12)-month period.

## 6. CONTACT FOR MORE INFORMATION

If you have any questions or concerns about this California Privacy Policy or our privacy practices, or to request this California Privacy Policy in another format, please contact [privacy@mayerbrown.com](mailto:privacy@mayerbrown.com).

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Mayer Brown is a distinctively global law firm, uniquely positioned to advise the world's leading companies and financial institutions on their most complex deals and disputes. With extensive reach across four continents, we are the only integrated law firm in the world with approximately 200 lawyers in each of the world's three largest financial centers—New York, London and Hong Kong—the backbone of the global economy. We have deep experience in high-stakes litigation and complex transactions across industry sectors, including our signature strength, the global financial services industry. Our diverse teams of lawyers are recognized by our clients as strategic partners with deep commercial instincts and a commitment to creatively anticipating their needs and delivering excellence in everything we do. Our "one-firm" culture—seamless and integrated across all practices and regions—ensures that our clients receive the best of our knowledge and experience.

Please visit [mayerbrown.com](http://mayerbrown.com) for comprehensive contact information for all Mayer Brown offices.

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