

Privacy Policy

USE OF OUR WEBSITE SIGNIFIES YOUR UNDERSTANDING AND AGREEMENT TO COMPLY WITH OUR ENTIRE PRIVACY POLICY.

Last Updated: September 27, 2021

This privacy policy (“**Privacy Policy**”) is designed to assist you in understanding how we use information you provide in connection with your use of the <https://hfischer.com/> website or application (including mobile applications) (the “**Website**”) and to assist you in making informed decisions when using the Website. For purposes of this Privacy Policy, the terms “**Howard Fischer**,” “**we**,” “**us**,” and “**our**” refer to Howard Fischer Associates and all of its affiliates and related entities, and “**you**” or “**your**” refers to you, as a user of this Website”

Your Consent. By using the Website, you consent to our collection, use, and disclosure of your personal information as described in this Privacy Policy. Please review the entire policy to learn about what type of information is gathered, how such information is used, and what information may be disclosed to third parties. If you do not consent to our practices, you can choose not to use the Website or not to submit any personal information to Howard Fischer.

Privacy Policy Changes. We reserve the right to modify this Privacy Policy at any time without giving you prior notice. Your use of the Website following any such modification constitutes your agreement to follow and be bound by such things as modified. For this reason, we encourage you to review the Privacy Policy and other terms whenever you use the Website.

NOTE TO CALIFORNIA RESIDENTS

Your California Privacy Rights. California Civil Code Section 1798.83 permits California residents who have provided personally identifiable information to us or our third-party advertisers and marketing partners, if any, to request certain information regarding our disclosure of personally identifiable information to third parties for direct marketing purposes. Requests should be submitted via email to info@hfischer.com and should include CALIFORNIA PRIVACY RIGHTS in the subject line. We will need your first and last name, mailing address, and email address in order to process your request. Within thirty days of receiving such a request, we will provide a list of the categories of personal information disclosed to third parties for direct marketing purposes during the immediately preceding calendar year, if any, along with the names and addresses of these third parties, if any. Please be aware that not all information sharing is covered by the requirements of Section 1798.83 and only information on covered sharing will be included in our response. This request may be made no more than once per calendar year.

Our websites do not accept or process such Do Not Track signals or similar mechanisms. Other

third party websites may keep track of your browsing activities when they provide you with content, which enables them to customize what they present to you on their websites.

COLLECTION OF INFORMATION

We collect information when you submit inquiries and use our Website. Personal information that we collect may depend on how you use the Website. A description of the types of personal information we may collect is described in detail below.

Information You Provide

Howard Fischer collects personal information when you inquire about our services, enter into a contract with us to provide you with our services, express interest as a potential candidate for a position with one of our clients, subscribe to our newsletter, or attend any of our events, promotions, or other programs at which time we collect information about you.

The personal information that we collect may include your name, contact information, information about your employment objectives, past and current employment and professional experience, educational background, language skills, title or position, or types of products or services requested.

Information We collect When You Use Our Website

Like most website operators, we collect information about your activities online, including referring / exit pages and URLs, computer settings, number of clicks, domain names, landing pages, pages viewed, and other such information through the use of cookies, pixel tags, Internet Protocol (IP) addresses, click-through URLs, domain name tracking, and analytics.

When you access and use the Website from your mobile devices, we receive data from the mobile device you use to access the Website. This may include your location data, IP address and device type. You may manage how your mobile device and mobile browser share location information with us, as well as how your mobile browser handles cookies and related technologies by adjusting your mobile device privacy and security settings. Please refer to instructions provided by your mobile service provider or the manufacturer of your device to learn how to adjust your settings.

Cookies. Cookies are small files that we or our service provider transfer to your computer's hard drive through your web browser that enables us or our service provider's systems to recognize your browser and capture and remember certain information. We use cookies to analyze movement on the website, for fingerprinting, site security, and to make improvements to the website. If you do not want to store cookies on your computer, you can set your browser to refuse cookies or to alert you when cookies are being sent. However, some parts of the Website

may not function properly if you choose not to accept cookies. If you are concerned that you have created a cookie in a previous visit, you can delete cookies that are already stored on your hard drive by accessing your computer's cookie file.

Pixel Tags. Pixel tags (*a.k.a.* clear gifs) are tiny graphics with a unique identifier, similar in function to cookies. We may use pixel tags in our HTML-based emails to let us know which emails have been opened by the recipients. This allows us to gauge the effectiveness of certain communications and the effectiveness of our marketing campaigns.

Analytics. We may use one or more third-party analytics programs including, but not limited to, Google Analytics to help analyze how users utilize the Website. Google Analytics uses a cookie containing an anonymous identifier to distinguish users and to collect standard Internet log information and visitor behavior information. The information generated by the cookie about your use of the Website (including IP address) is transmitted to Google. This information is used to create statistical reports on user activity for Howard Fischer. For more information about Google Analytics, including opt-out options, visit <https://support.google.com/analytics/answer/6004245>.

Information We Receive From Third Parties

We may receive personal information about you from third parties, such as your references, prior employers, former and current colleagues who recommend that we consider you for a position, public data bases, and social media platforms. We may associate this information with the other personal information we have collected about you. The collection, use and disclosure of information to third parties is governed by the privacy policies listed on the website where the information was submitted by the user. Third parties may send their own cookies and pixel tags to you, and may collect information and use it in a way inconsistent with this Privacy Policy. Please carefully review these third-party privacy policies to understand how your information may be collected, used and disclosed by these third parties.

USE OF INFORMATION

Our primary purpose for collecting personal information is to provide you with products and services you request. We may also use your personal information for the following purposes:

- To respond to your inquiries and provide support
- To communicate with individuals in written, electronic, and verbal form
- To provide information on products or services
- To identify and evaluate candidate qualifications for potential employment
- To contact potential candidates for further personal information recordkeeping in relation to recruitment and hiring
- To contact named references
- To communicate with you about potential candidates

- To improve and optimize our services and Website
- To send newsletters, marketing materials, and promotional offers
- To customize the advertising and content you see
- To verify information
- For any other purpose disclosed at the point of collection

We may also use the information we collect on our Website as necessary to comply with legal requirements, to enforce our contract with you, to prevent fraud, to co-operate with law enforcement and regulatory authorities, and to stop other prohibited, illegal, or harmful activities.

DISCLOSURE OF INFORMATION

Affiliated Companies and Related Entities. We may share personal information with our parent company, subsidiaries and other companies owned by or controlled by Howard Fischer, who may use the personal information for the purposes described above.

Service Providers. We may disclose your personal information to third-party service providers hired to perform internal business functions on our behalf including, but not limited to, providing marketing assistance, sending direct mail or email, website or database hosting companies, e-mail service providers, and analytics companies. These companies generally do not have any right to use the personal information we provide to them beyond what is necessary for them to assist us.

Legal Disclaimer Concerning Subpoenas and Other Matters. We reserve the right to release account and personal information about you when we believe, in our sole discretion, that such release is appropriate to (1) comply with the law, legal process, or law enforcement requests; (2) protect and defend our rights, property, safety, or other interests, including those of our parent company, subsidiaries, customers, shareholders, or others; (3) protect against misuse or unauthorized use of our Website and to enforce or apply our Terms of Use and other agreements; and/or (4) protect the personal safety or property of our users or the public.

Business Transitions. We reserve the right to transfer all personal information in our possession in the event Howard Fischer goes through a business transition, such as a merger, being acquired by another company, or selling a portion of its assets. Similarly, your personal information may be passed on to a successor-in-interest in the event of a reorganization, reconstruction, liquidation, bankruptcy, or administration. Users will not be notified of any such change of ownership or control of their personal information.

E-MAIL OPT-OUT

If you no longer wish to receive our promotional e-mail communications or newsletters, you may opt-out of receiving these communications by clicking on the unsubscribe link at the bottom of the promotional emails or by emailing us at info@hfischer.com. If you choose to opt-out of receiving promotional e-mail, we may still send you administrative emails regarding Howard

Fischer including, for example, administrative and transactional confirmations, notices of updates to our Privacy Policy and our contract with you, and other non-marketing emails.

CHILDREN’S PRIVACY

The Website is intended for adult use only and is not directed towards children, minors, or anyone under the age of 18.

LINKS TO THIRD PARTY SITES

The Website may contain advertisements and links to sites other than our own (“**Third-Party Websites**”). This Privacy Policy does not cover the collection, use or disclosure of the information collected by these Third Party-Websites. Third-Party Websites may not follow the same privacy policies as Howard Fischer. We have no responsibility for Third-Party Websites and provide links to Third-Party Websites solely for your convenience. Third-Party Websites may send their own cookies and pixel tags to you, and may collect information and use it in a way inconsistent with this Privacy Policy. We encourage you to review the privacy policies or statements of these Third-Party Websites to learn more about how they collect, use, and disclose information.

SECURITY

No transmission of data over the Internet is guaranteed to be completely secure and we cannot guarantee that your submissions to the Website, any content residing on our servers, or any transmissions from our server will be completely secure. It may be possible for third parties to intercept or access transmissions or private communications unlawfully. Any such transmission is done at your own risk.

QUESTIONS

If you have any questions regarding our Privacy Policy you can contact us at info@hfischer.com.