

NOTICES PURSUANT TO THE CALIFORNIA CONSUMER PRIVACY ACT, AS AMENDED BY THE CALIFORNIA PRIVACY RIGHTS ACT, AND THE VIRGINIA CONSUMER DATA PROTECTION ACT

[NOTICE TO OUR EMPLOYEES, CONTRACTORS AND JOB APPLICANTS WHO ARE CALIFORNIA RESIDENTS UNDER THE CALIFORNIA CONSUMER PRIVACY ACT, AS AMENDED BY THE CALIFORNIA PRIVACY RIGHTS ACT](#)

NOTICE TO CALIFORNIA CONSUMERS WHO ARE CALIFORNIA RESIDENTS UNDER THE CALIFORNIA CONSUMER PRIVACY ACT, AS AMENDED BY THE CALIFORNIA PRIVACY RIGHTS ACT

Please see below for the rights available to California consumers who are California residents under the California Consumer Privacy Act, as amended by the California Privacy Rights Act (collectively, "CCPA") (available at this link: [CCPA](#)). Please note that although the CCPA provides for a California consumer to make certain requests, we may decline the request as permitted by law.

RIGHT TO REQUEST TO KNOW

California consumers who are California residents have the right to request that we disclose what personal information (as defined in the CCPA) we collect, use, disclose, sell and share by submitting a verifiable "Request to Know" via either our toll free number at 1-833-705-0545 or via this email: [CCPA@gfigroup.com](mailto:CCPA@gfigroup.com). Please note that California consumers who are California residents may be required to verify their identity.

To view the types of personal information that we collect, use, disclose, sell and share, please see our [Privacy Statement](#).

RIGHT TO REQUEST TO ACCESS

California consumers who are California residents have the right to request access to the specific pieces of personal information we have collected about them by submitting a verifiable "Right to Access" via either our toll-free number at 1-833-705-0545 or via this email: [CCPA@gfigroup.com](mailto:CCPA@gfigroup.com). Please note that California consumers who are California residents may be required to verify their identity.

RIGHT TO REQUEST DELETION

California consumers who are California residents have the right to request that we delete all or a portion of their personal information collected from the consumer, by submitting a verifiable "Request for Deletion" via either our toll-free number at 1-833-705-0545 or via this email: [CCPA@gfigroup.com](mailto:CCPA@gfigroup.com). Please note that California consumers who are California residents may be required to verify their identity. If we are unable to verify the California consumers who are California resident's identity, we shall treat the request as a Request to Opt-Out.

RIGHT TO REQUEST NOT TO SELL

California consumers who are California residents have the right to opt-out of the sale of their personal information by us by submitting a verifiable "Request Not to Sell" via either our toll-free number at 1-833-705-0545 or via this email: [CCPA@gfigroup.com](mailto:CCPA@gfigroup.com). Please

note that California consumers who are California residents may be required to verify their identity.

Please note that as we understand the term “sell” as used in the CCPA, we do not “sell” your personal information nor have we “sold” your personal information in the past twelve months.

#### RIGHT TO REQUEST NOT TO SHARE

California consumers who are California residents have the right to opt-out of the sharing of their personal information by us by submitting a verifiable “Request Not to Share” via either our toll-free number at 1-833-705-0545 or via this email: [CCPA@gfigroup.com](mailto:CCPA@gfigroup.com). Please note that California consumers who are California residents may be required to verify their identity.

Like a number of other companies, we use services provided by (and “share” (as the term is used in the CCPA) your personal information with) Google and others that may deliver ads to you as described in our [Privacy Statement](#). See our Cookie Settings [here](#).

#### RIGHT TO REQUEST CORRECTION

California consumers who are California residents have the right to request that we correct personal information maintained by us about them that is inaccurate by submitting a verifiable “Request to Correct” via either our toll-free number at 1-833-705-0545 or via this email: [CCPA@gfigroup.com](mailto:CCPA@gfigroup.com). Please note that California consumers who are California residents may be required to verify their identity.

#### SENSITIVE PERSONAL INFORMATION

We may collect sensitive personal information (as the term is used in the CCPA) as described in our [Privacy Statement](#). However, we do not use sensitive personal information for the purposes of inferring characteristics about you.

#### NON-DISCRIMINATION/FINANCIAL INCENTIVES

We will not discriminate against California consumers who are California residents for exercising the privacy rights conferred by the CCPA. In the event you exercise your rights under the CCPA, unless permitted by the CCPA, we will not: (i) deny you goods or services, (ii) charge you different prices or rates for goods or services, including through granting discounts or other benefits, or imposing penalties, (iii) provide you a different level or quality of goods or services or (iv) suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.

However, we may offer you certain financial incentives permitted by the CCPA that may result in different prices, rates or quality levels. Any CCPA-permitted financial incentive we offer will reasonably relate to your personal information’s value and contain written terms that describe the program’s material aspects.

Participation in a financial incentive program requires your prior opt-in consent, which you may revoke at any time.

#### AUTHORIZED AGENT

California consumers who are California residents may designate an authorized agent to make a request under the CCPA or this policy on the California consumers who are California resident's behalf, provided that the California consumers who are California resident provides proof of its written authorization designating an agent to us.

#### CONTACT FOR MORE INFORMATION

If you have any questions about our Privacy Statement, the practices of our website or apps, or your dealings with the website or apps, or need to request this Notice in an alternative format, please contact us at: [CCPA@gfigroup.com](mailto:CCPA@gfigroup.com).

#### NOTICE TO VIRGINIA CONSUMERS WHO ARE VIRGINIA RESIDENTS UNDER THE VIRGINIA CONSUMER DATA PROTECTION ACT

Please see below for the rights available to Virginia consumers who are Virginia residents under the Virginia Consumer Data Protection Act ("VCDPA") (available at this link: [VCDPA](#)). Please note that although the VCDPA provides for a Virginia consumer to make certain requests, we may decline the request as permitted by law.

#### RIGHT TO REQUEST CONFIRMATION

Virginia consumers who are Virginia residents have the right to request confirmation that we process (i.e., collect, use, store, disclose, analyze, delete or modify) their personal data (as defined in the VCDPA) by submitting a verifiable "Request to Confirm" via either our toll-free number at 1-833-705-0545 or via this email: [VCDPA@gfigroup.com](mailto:VCDPA@gfigroup.com). Please note that Virginia consumers who are Virginia residents may be required to verify their identity.

To view the types of personal data that we process, please see our [Privacy Statement](#).

#### RIGHT TO REQUEST CORRECTION

Virginia consumers who are Virginia residents have the right to request that we correct inaccuracies in the personal data by submitting a verifiable "Request to Correct" via either our toll-free number at 1-833-705-0545 or via this email: [VCDPA@gfigroup.com](mailto:VCDPA@gfigroup.com). Please note that Virginia consumers who are Virginia residents may be required to verify their identity.

#### RIGHT TO REQUEST DELETION

Virginia consumers who are Virginia residents have the right to request that we delete personal data provided by or maintained about them by submitting a verifiable "Request for Deletion" via either our toll-free number at 1-833-705-0545 or via this email: [VCDPA@gfigroup.com](mailto:VCDPA@gfigroup.com). Please note that Virginia consumers who are Virginia residents may be required to verify their identity.

#### RIGHT TO REQUEST TO OBTAIN A COPY

Virginia consumers who are Virginia residents have the right to request to obtain a copy of their personal data that they have previously provided to us in a portable, and, to the extent technically feasible, readily usable format by submitting a verifiable “Request to Obtain a Copy” via either our toll-free number at 1-833-705-0545 or via this email: [VCDPA@gfigroup.com](mailto:VCDPA@gfigroup.com). Please note that Virginia consumers who are Virginia residents may be required to verify their identity.

#### RIGHT TO REQUEST TO OPT-OUT

Virginia consumers who are Virginia residents have the right to opt-out of the processing of their personal data by us for the purposes of (i) targeted advertising, (ii) the sale of personal data and (iii) profiling by submitting a verifiable “Request to Opt-Out” via either our toll-free number at 1-833-705-0545 or via this email: [VCDPA@gfigroup.com](mailto:VCDPA@gfigroup.com).

Please note that as we understand the term “sell” as the term is used in the VCDPA, we do not “sell” your personal data. Please note that, as we understand the term “profile” as the term is used in the VCDPA, we do not use your personal data for “profiling”.

Like a number of other companies, we use services provided by Google and others that may deliver targeted advertising to you as described in our [Privacy Statement](#). See our Cookie Settings [here](#).

To view the types of personal data that we process (i.e., collect, use, store, disclose, analyze, delete or modify), please see our [Privacy Statement](#).

#### NON-DISCRIMINATION/FINANCIAL INCENTIVES

We will not discriminate against Virginia consumers who are Virginia residents for exercising the privacy rights conferred by the VCDPA. In the event you exercise your rights under the VCDPA, unless permitted by the VCDPA, we will not: (i) deny you goods or services, (ii) charge you different prices or rates for goods or services, or (iii) provide you a different level or quality of goods or services.

However, we may offer you certain financial incentives permitted by the VCDPA that may result in different prices, rates, levels, quality or selection of goods and services.

#### CONTACT FOR MORE INFORMATION

If you have any questions about our Privacy Statement, the practices of our website or apps, or your dealings with the website or apps, or need to request this Notice in an alternative format, please contact us at: [VCDPA@gfigroup.com](mailto:VCDPA@gfigroup.com).

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