

EisnerAmper LLP and Eisner Advisory Group LLC
Applicant Privacy Statement

Last Updated as of: January 1, 2023

This Applicant Privacy Statement (this “Statement”) applies to all of the information collected on this website (the “Site”) and otherwise by EisnerAmper LLP or Eisner Advisory Group LLC (together, “Company”), including information submitted by you to facilitate your job application (“Applicant Personal Information”). The provisions of Company’s [general privacy statement](#) and [terms of use](#) should be read together with this Statement and are incorporated herein by reference.

The Site is operated by the Company in order to support its recruitment efforts. The Site is not intended for distribution or use in any jurisdiction or country where such distribution or use would be contrary to local law or regulation. Also, this Site does not extend binding offers or terms or conditions of employment. Any employment offer that may result from your submitting information through this Site is in accordance with the specific terms of that offer and is not based in any way on the description of the job on this Site or any other job description. Except as otherwise prohibited by law, nothing on this Site shall be construed as a contract of employment or as a guarantee of continued employment or employment for any specific duration. Employment with the Company is "at will" and that generally cannot be modified by an employee or representative of the Company. This means if you are hired, either you or Company can separate your employment at any time without notice or cause.

The Company operates in different locations including but not limited to New York (New York City and Syosset), New Jersey (Iselin), Pennsylvania (Philadelphia), California (San Francisco), Texas (Dallas), United Kingdom, India and Israel. You understand and agree that, by applying through this Site for a particular position(s), your application also may be considered for other positions or other positions may be recommended to you based on your qualifications.

The provision of personal information, including on the Site, is voluntary. Please note however that the failure to provide sufficient information may result in Company being unable to consider you for employment, promotion, transfer, or relocation. Please read this Statement carefully and indicate your acceptance of our collection, retention, use, transfer and disclosure of Applicant Personal Information and the other provisions concerning your application as described in this Statement by completing and submitting your application on the Site.

This Statement describes the categories of Applicant Personal Information collected by the Company and the purposes for which such information may be collected and used. It also provides information concerning the Company’s record retention practices and rights you may have under the CCPA.

We retain Applicant Personal Information for as long as necessary to process your application for employment, potentially consider you for other positions at the Company, and in accordance with the Company’s data retention schedule. We may retain Applicant Personal Information for longer if it is necessary to comply with our legal obligations or reporting obligations, resolve any disputes, or as permitted or required by applicable law. We may also retain Applicant Personal Information in a deidentified or aggregated form so that it can no longer be associated with you. To determine the appropriate retention period for Applicant Personal Information, we consider various factors such as the amount, nature, and sensitivity of the information; the potential risk of unauthorized access, use or disclosure; the purposes for which we collect or process the personal information; and applicable legal requirements. Applicant Personal Information does not include certain categories of information, such as publicly available information from government records, deidentified or aggregated consumer information, and information subject to HIPAA or the California Confidential Medical Information Act. Note that the Company may delete personal information about you at any time (including your CV/résumé), without any reason. Therefore, please retain your own copy of the personal information provided to us.

Categories of Applicant Personal Information Collected

Identifiers and Contact information. This category includes names, addresses, telephone numbers, mobile numbers, email addresses, signature, account name, dates of birth, bank account information, and other similar contact information and identifiers.

Protected classification information. This category includes characteristics of protected classifications under California or federal law.

Internet or other electronic network activity information. This category includes without limitation:

- all activity on the Company's information systems, such as internet browsing history, search history, email communications, usernames and passwords, and
- all activity on communications systems including phone calls, call logs, voice mails, text messages, chat logs, and app use.

Professional and employment-related information. This category includes without limitation:

- data submitted with employment applications including employment history, recommendations, etc.,
- background check and criminal history,
- work authorization, and
- fitness for duty data and reports.

Education information. This category includes education history.

Audio, electronic, visual, thermal, olfactory, or similar information. This category includes, for example, information collected from camera, microphones, and similar devices.

Limited medical information. This category includes without limitation:

- symptoms, test results, and other indicators of exposure to the coronavirus (COVID-19) and related vaccination status information
- fitness for duty data and reports, and
- travel information and information regarding close contacts.

Sensitive Personal Information. This category includes sensitive information such as

- social security, driver's license, state identification card, or passport number,
- precise geolocation,
- racial or ethnic origin, religious or philosophical beliefs, or union membership,
- biometric information for the purpose of uniquely identifying a consumer, and
- information concerning health and sex life or sexual orientation.

Inferences drawn from the Applicant Personal Information in the categories above. This category includes engaging in human capital analytics, including but not limited to, identifying certain correlations about individuals and success on their jobs, analyzing data to improve retention, and analyzing preferences to inform HR Policies, Programs and Procedures.

Purposes Applicant Personal Information, Including Sensitive Personal Information, is Collected and Used

- Collect and process employment applications, including confirming eligibility for employment, background and related checks, onboarding, and related recruiting efforts.

- To maintain physician records and occupational health programs.
- Maintaining personnel records and record retention requirements.
- Communicate with you about your application.
- Complying with applicable state and federal health, labor, employment, disability, equal employment opportunity, and related laws, guidance, or recommendations.
- Preventing unauthorized access to, use, or disclosure/removal of the Company's property, including the Company's information systems, electronic devices, network, and data.
- Investigating complaints, grievances, and suspected violations of Company policy.
- Protect the legal rights, privacy, safety or property of Company or its employees, agents, contractors, customers or the public.
- Protect against fraud or other illegal activity or for risk management purposes.
- Enforce the Company's website's terms of use.
- Design, implement, and promote the Company's diversity and inclusion programs.
- Facilitate the efficient and secure use of the Company's information systems.
- Improve safety of employees, customers and the public with regard to use of Company property and equipment.
- Evaluate an individual's appropriateness for a participation position at the Company, or promotion to a new position.
- To respond to and manage any legal claims against the Company and/or its personnel, including civil discovery in litigation.
- To facilitate other business administrative functions and strategic activities, such as risk management, information technology and communications, financial management and reporting, workforce and succession planning, mergers and acquisition activities; and maintenance of licenses, permits and authorization applicable to Company operations.

For information on the sources of personal information we collect and the categories of third parties to whom we may disclose personal information, please see the applicable provisions of the Company's [general privacy policy](#).

To carry out the purposes outlined above, the Company may disclose information with third parties or service providers, such as background check vendors, third-party staffing vendors and information technology vendors, outside legal counsel, and state or federal governmental agencies.

The Company does not sell or share, as those terms are defined under applicable law, the above categories of Applicant Personal Information. We also do not use or disclose your sensitive personal information for purposes that, with limited exceptions, are not necessary to process your application as reasonably expected by an average job applicant. The Company may add to the categories of personal information it collects and the purposes it uses personal information. In that case, the Company will inform you.

Individuals who are residents of the State of California have certain individual rights concerning their Applicant Personal Information. These rights and how to exercise them are described more fully in the Company's [general privacy policy](#).

We do not require, but you may also voluntarily choose to provide, other relevant information as part of your application. We would prefer that you avoid submitting the following sensitive information, except where such information is legally required, or needed for us to comply with our legal obligations and internal policies relating to diversity and anti-discrimination: medical or health conditions, family medical history, genetic information, sexual orientation, race, ethnic origin, religious or philosophical beliefs, marital status, trade union membership, sex life, creed, nationality, national origin, and/or color.

Any information you submit must be true, complete, not misleading and you must have the lawful right to provide it. If not, this may lead to a rejection of your application during the application process or disciplinary action including immediate dismissal if you have been employed. If you intend to provide us with details of a reference or any other third party as part of your CV/résumé, it is your responsibility to obtain consent from that third party prior to passing the personal information to us. If you become an employee, any personal information that you submit may become part of your employment file and may be used for other employment/work-related purposes as permitted by local law.

By agreeing to this Statement, you agree to the transfer of Applicant Personal Information about you to countries outside your home country, including countries where data protection laws may differ from those of your home country. Statements here and elsewhere on the Site concerning the treatment of your information may not apply with respect to information already in Company's possession, such as information obtained by Company in connection with your current or former employment at Company, or information that is publicly available to Company.

We reserve the right to amend this Statement at any time without advance notice in order to address future developments of Company, the Site or changes in industry or legal trends. We will post the revised Statement on the Site or announce the change on the home page of the Site. You can determine when the Statement was revised by referring to the "Last Updated" legend on the top of this Statement. Any changes will become effective upon the posting of the revised Statement on the Site except as otherwise noted. By continuing to use the Site following such changes, you will be deemed to have agreed to such changes. If you do not agree with the terms of this Statement, in whole or part, you can choose to not continue to use the Site.