

Privacy Policy (Updated March 13, 2023)

Wilmer Cutler Pickering Hale and Dorr LLP (“WilmerHale”) is an international law firm. This privacy policy explains how WilmerHale collects, uses, and discloses information about you when you use our website, when you attend our events, or when you otherwise interact with us as described below.

We are committed to safeguarding the privacy of visitors to our website. Please read this Privacy Policy to understand how we collect and use your personal information when you visit our website and what rights you have in relation to your personal information. By using this website, and submitting information through this website to WilmerHale, you indicate acknowledgement of receipt of the notice below.

What Information We Collect

You are not required to provide any personal information when visiting the publicly accessible pages on this website. However, we may collect personal information (including name, title, biographical information, social media identifiers, physical address, and email address) when you voluntarily submit it to us through the website, such as by applying for a position online, registering on our alumni pages, signing up for our newsletters, or filling in a Contact Us form. We may also collect your personal information when you voluntarily submit it to us in the course of contacting us by email, telephone, or letter. In addition, we may receive

your business contact information from you or another source in the course of our business.

Our website also gathers certain information about our site traffic for administrative and analytical purposes. This information may include your IP address, browser type, referring and exit pages, operating system, and dates/times of page views.

Cookies

We use “cookies” on our website. A cookie is a small data file that the website writes to your device when you visit. A cookie can contain information such as a user ID that the site uses to track the pages you have visited. However, the only personal information a cookie contains is information you supply yourself. A cookie cannot read data off your hard disk or read cookie files created by other sites. We may use cookies to analyze visitor traffic patterns in order to improve visitor experience. We do not correlate this information with data about individual users.

The website uses both persistent and non-persistent cookies. Non-persistent cookies expire when you close your browser. We use non-persistent cookies to provide you with the best presentation of our content as you navigate our website. In contrast, a persistent cookie remains on your device for an extended period of time. We use persistent cookies to recall what information you have viewed in prior visits to the website. You can remove persistent cookies by following directions provided through your Internet browser. In addition, when visiting the website for the first time, an option is presented allowing you to manage use of cookies.

Children

Content on this website is directed at individuals over the age of 18 and is

not directed at children under the age of 13. We do not knowingly collect personally identifiable information from children under the age of 13. If at any time we are informed that a visitor under the age of 16 has submitted information to us through this website, we will endeavor to delete the information.

How We Use Your Information

Some jurisdictions require that we explain the legal bases for our collection and processing of your personal information. Our legal bases include: (i) contract (*such as when you provide information in the process of applying for a position online*); (ii) consent (*such as when you sign up for one of our email newsletters or agree to cookies through our banner*); and (iii) legitimate interest (*such as our legitimate interest in promoting our services and customizing our website*).

We use your information to administer services and to improve the website. Specifically, we use your information:

- To respond to requests for information from you;
- To ensure the efficient operation of the site;
- To authenticate your access to resources;
- To provide you with information (via the website, email, or postal mail) that may be of interest to you or your business;
- To prepare collective and anonymous profiles of site users and their interests or behaviors by combining your personal information with that of all or a particular group of website users;
- To provide you with marketing information we think would be of interest, if you have opted in to receiving such communications. (You may opt out of receiving such marketing communications at any time).

Transfers of Information and Disclosure to Third Parties

Inter-Office Transfer. We may, for the above purposes, transfer your information to any office of the firm. The firm's offices are located in countries around the world, including in the United States of America and

China, which may not have similar data protection legislation as the European Economic Area. However, for the processing of your data, the firm will at all times ensure a data protection level equivalent to the one in the European Economic Area, and implement appropriate safeguards within the meaning of Art. 46 GDPR, such as standard data protection clauses, if the recipient is not located in a country considered to be ensuring an adequate level of protection within the meaning of Art. 45 GDPR.

Third-Party Service Providers. We use various third parties to operate the website, including, for example, our providers of professional, consulting, marketing, communications, and business development services. We may disclose personally identifiable information to such entities as needed for them to perform their specific tasks under our instructions, subject to this policy.

Analytics. Our website uses Google Analytics to help collect and analyze certain information for the purposes discussed above. You may learn more about Google Analytics' data practices by clicking [here](#) and opt out of the use of cookies in web browsers by Google Analytics by clicking [here](#).

Legal Purposes. We may disclose information as required by law or when we believe that such disclosure is necessary in connection with a judicial proceeding or to comply with a court order, law, or regulation applicable to us or the site; or as we determine to be necessary to protect our property or assert our legal rights or to protect the property or safety of any other person.

With Your Consent. We may make any disclosure of information that you expressly authorize.

Your Rights In Connection With Your Personally Identifiable Information

Depending on your jurisdiction, you may have the right to:

- Request access to your personally identifiable information.
- Request correction of any incomplete or inaccurate personally identifiable information that we hold about you.
- Request erasure of your personally identifiable information when there is no need for us to continue processing it, or you have exercised your right to object to processing (see below).
- Object to processing of your personally identifiable information where we are relying on a legitimate interest (or those of a third party), and there is something about your particular situation that makes you want to object to processing on this ground.
- Opt-out of the processing of your personally identifiable information (such as the sale or sharing of your information or the use of your personal information for targeted advertising purposes).
- Request the transfer of your personally identifiable information to another party.
- Revoke your consent.

If you want to exercise any of these rights, please email us at dataprotectionofficer@wilmerhale.com. To protect your privacy and security, we will verify your identity before granting you access or enabling you to make corrections. We will comply with all valid requests in the time period required under applicable law. You have the right to complain to a competent supervisory authority if you feel that we are not complying with our data protection obligations.

Additionally, you may authorize an agent to make a request on your behalf. To designate an agent, please provide a written and signed document by both you and the agent that authorizes the agent to act on your behalf. You may also use a power of attorney. We will still require you to provide information to allow us to reasonably verify that you are the person about whom we collected personal information.

To opt out of receiving marketing communications from us, notify us at WHWebsiteUpdates@wilmerhale.com.

California Users

If you are a California resident, the California Consumer Privacy Act and

the California Privacy Rights Act (collectively, the “CCPA”) provide you with certain rights regarding your personal information. [Learn more about those rights.](#)

Data Retention

As a general matter, we retain personal information about you for as long as necessary (i) to fulfill the purposes for which it was collected, (ii) to meet our current and future legal obligations, and (iii) to meet our legitimate interests. We do not retain personal information longer than is necessary for us to achieve the purposes for which we collected it. When we destroy your personal information, we do so in a way that prevents that information from being restored or reconstructed.

Data Security

To prevent unauthorized access, improper use or disclosure, unauthorized modification, or unlawful destruction or accidental loss, and to ensure the correct use of information, we employ physical, technical, and administrative procedures to safeguard this website and the personal information we collect online. All of our employees and any third parties we employ to process your personal information are obliged to respect its confidentiality. However, transmission of information through the Internet is never 100% secure. Although we seek to protect your information as described above, we cannot guarantee the security of any information you transmit to the website or to us, and you transmit such information at your own risk.

External Links

Our website may contain links to third-party websites. We have not reviewed these third-party sites and do not control and are not responsible

for any of these sites' contents or privacy practices.

Changes to Our Privacy Policy

We regularly review our privacy policy to ensure that it provides an appropriate level of protection for your personal information, and we may make changes to our privacy policy to keep it current with industry standards. We will post the date of the most recent revisions on this page. Check this page to make sure that you are current and up-to-date on our privacy policy.

How to Contact Us

Should you have any questions or concerns about our privacy policy, email WHWebsiteUpdates@wilmerhale.com. You can also contact us through any of our postal addresses, which are listed [here](#).

You can contact our data protection officer at dataprotectionofficer@wilmerhale.com, or through any of our postal addresses, which are listed [here](#).

Effective date

March 13, 2023