

Policy: Privacy Notice for California Residents

Policy Details

Effective Date:	January 1, 2020
Last Modified:	January 24, 2025
Department:	Legal

This Privacy Notice for California Residents ("Notice") supplements the Ryan, LLC ("Ryan") Personal Data Protection Policy and complies with the California Consumer Privacy Act of 2018 ("CCPA") and the California Privacy Rights Act of 2020 ("CPRA"). It applies solely to individuals residing in California ("consumers").

Information We Collect and How We Use It

We may collect personal information and sensitive personal information based on our current or prospective business or employment interactions, including government-issued identification, account credentials, precise geolocation, racial or ethnic origin, and genetic data. We use personal information solely for business operations and in compliance with applicable laws.

Sale of Personal Information

In the preceding 12 months, we have not sold any California residents' personal information, including personal information of minors under the age of 16. For purposes of this Notice, "sold" means the disclosure of personal information to a third party for monetary or other valuable consideration.

Your California Privacy Rights

Consumers have specific rights under the CCPA and CPRA, including the right to:

- Access personal information collected about them.
- Request correction of inaccurate personal information.
- Request deletion of personal information, subject to exceptions.
- Opt out of data sharing or selling, including cross-context behavioral advertising.
- Know data retention periods for each category of personal information collected.

To exercise these rights, you may submit a request using the [Data Subject Access Request Form](#) on our website or contact our privacy@ryan.com. For telephone

assistance, you may call our support line during business hours (Monday-Friday, 8:00 AM-6:00 PM CST).

California Employee Privacy Rights

California employees, applicants, and contractors have rights under the CCPA and CPRA, including access, deletion, and correction of their personal information. For more details, contact privacy@ryan.com.

Data Retention

Personal information is retained as long as necessary for the purposes outlined in this Notice or as required by law. Retention periods vary based on the type of data and applicable legal requirements.

Changes to Our Privacy Notice

The Firm reserves the right to amend this Notice. We will post material changes to this Notice on our internal and external websites and, where applicable, communicate the changes directly to California residents.

Contact Information

For questions about this Notice, contact us at:

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privacy@ryan.com