

PRIVACY NOTICE FOR INDIVIDUALS WHO ARE INDEPENDENT CONTRACTORS AND SUBCONTRACTORS

Last Revised January 1, 2020

Introduction

This Privacy Notice applies to each individual that was, is, or may become directly engaged by the Deloitte U.S. Firms as an independent contractor or a subcontractor. As used herein, the following terms have the following meanings:

- "Deloitte U.S. Firms" means Deloitte USA LLP, Deloitte LLP, and their respective affiliates.
- "We", "us" and "our" refer to the Deloitte U.S. Firms.
- "Contractor" means contractors and subcontractors who are themselves retained by the U.S. Firms, or who are retained and employed by another contractor or subcontractor in order to provide services to the Deloitte U.S. Firms.
- "Deloitte Network" refers to Deloitte Touche Tohmatsu Limited ("DTTL"), the member firms of DTTL, and their affiliates and related entities.

Information Collection

We may collect the following personally identifiable information (PII) about you:

- Name
- Contact information
- Date of birth
- Government identifiers (such as social security number)
- Financial account information
- Information about your family, dependents, and/or emergency contacts
- Other information about you in connection with the Contractor relationship

In some cases, we may collect the following types of PII about you that may be considered sensitive:

- Race
- Ethnic origin
- Medical or health information
- Religious affiliation or philosophical beliefs
- Criminal records
- Trade union membership
- Sex life or sexual orientation
- Political opinions

We collect PII about you from, among other places:

- Information you provide directly to us
- Information we may receive from other firms within the Deloitte Network
- Information we may receive from third parties such as consumer reporting agencies, or your employer (if applicable), or in connection with organizational transactions (such as mergers and acquisitions)

Information Use

We may use PII about you to:

- Provide you with payment for your services
- Determine whether we can utilize your services on certain engagements
- Facilitate our business operations, such as promoting and delivering our services to clients and prospective clients
- Comply with independence and other professional and legal requirements
- Facilitate business travel
- Monitor your use of our resources and facilities
- Maintain safety and security
- Address additional aspects of the Contractor relationship

Disclosure of Information to Third Parties

We share PII about you with other entities to fulfill our obligations to you or others or as required or permitted by law, regulation, contract or professional standards. We may share PII about you with the following types of third parties:

- Agents, contractors, suppliers or service providers in connection with the provision of services on our behalf
- Other firms within the Deloitte Network
- Clients, potential clients and other third parties in connection with the promotion and delivery of our services
- Third parties that perform services for us or that provide services or benefits to you
- Government entities and regulatory bodies, such as law enforcement or national security agencies, regulators or courts
- Those with whom you have requested us to share information
- Third parties in connection with organizational transactions (such as sales, divestitures, reorganizations or mergers)
- Third parties in connection with alliances and teaming agreements
- Other third parties when disclosure is otherwise a necessary consequence of your relationship with the Deloitte U.S. Firms.

Any PII that we have referenced above under "Information Collection" may be disclosed to the third parties identified in this section for the purposes set forth herein.

We may transfer PII about you outside the United States to other countries for the purposes described in this Privacy Notice or as permitted or required by law.

Selling of Information

We do not sell your PII.

Consent

Except as required by law, we will not obtain your consent to the processing of PII about you if the processing is consistent with this Privacy Notice.

Former Relationship

If your relationship with us changes, for example if you cease to provide services to us, we may continue to use PII about you for the purposes described in this Privacy Notice.

Requests to Access, Correct, Amend or Delete PII

You may request access to PII we have about you. You may also request the correction or amendment of PII that is inaccurate or the deletion of PII. We will treat your requests for access, correction, amendment or deletion of PII in accordance with this Privacy Notice, guidelines and applicable legal requirements.

Information Security

We maintain reasonable physical, administrative and technical safeguards to protect PII from loss, misuse, unauthorized access, disclosure, alteration or destruction.

Privacy Shield Notice

Deloitte LLP and its United States affiliates adhere to the EU-U.S. and Swiss-U.S. Privacy Shield Frameworks as set forth by the U.S. Department of Commerce with respect to PII that is transferred from the European Economic Area, the United Kingdom and Switzerland to the United States within the scope of its Privacy Shield certifications. To learn more, see our [Privacy Shield Notice](#).

Changes to our Privacy Notice

In addition to describing our current privacy practices, this Privacy Notice also describes the categories of personal information we collected, disclosed, or sold during the preceding 12 months. We reserve the right to change this Privacy Notice. We will provide you with a revised Privacy Notice that reflects such changes as required by law.

Questions

If you have any questions or concerns regarding this Privacy Notice, please contact USPrivacyQuestions@deloitte.com or call as 844.919.0711.