



Privacy Notices

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Privacy Notice

EQU Advisors, LLC (“EQU Advisors”, “Us”, “We”) is committed to safeguarding your privacy and protecting your personal information. We use physical, technical, organizational, and administrative security measures to help protect your Personal Information from accidental, unauthorized or unlawful access, use, or disclosure, loss, destruction, or damage.

In this Privacy Notice (“Notice”) we explain to you what information we may collect, use, share, and store about you through our website (“Website”) and in working with EQU Advisors. This Notice will also explain the choices and rights that are available to you. If you have any questions about this Notice, please contact us using the contact details provided below in “Contact Information.”

California - If you are a California resident, please also see our [California Notice at Collection](#) below.

Canada - If you are a resident of Canada, please also see our [Canada Privacy Policy](#) below.

European Economic Area - If you are a person whose information may be transferred from the European Economic Area (“EEA”), please read the following statement and additional [EEA Privacy Information](#) below. EQU Advisors remains committed to following robust privacy principles, such as those underlying the EU-U.S. and Swiss-U.S. Privacy Shield Frameworks, EQU Advisors does not rely on the EU-U.S. or Swiss-U.S. Privacy Shield Frameworks as a legal basis for transfers of Personal Information in light of the judgement of the Court of Justice of the EU in Case C-311/18.

Accessibility

If you wish to access this Notice in an alternative format, please contact us as described in the Contact Us section.

About EQU Advisors

We provide advisory and executive search services to higher education and nonprofit institutions as well as candidate advising. We partner with both institutions and candidates to provide optimal talent acquisition, management, and career services.

When This Notice Applies

“Personal Information” is information which may directly or indirectly identify you. This Notice applies to our collection, use, and disclosure of Personal Information from residents of the United States (with exception of California) whether collected online or from other sources, including without implied limitation, through our Website(s), email and related applications and content that link or refer to this Notice; by telephone; or through personal contact.

This Notice also applies when we are receiving services you are providing to us. Note that this Notice does not apply to organizations which we do not own or control.

Personal Data Collection and Use

We collect Personal Information about you when you visit our Website(s), use our Services, visit our office locations, or when you provide it to us in any other way. We also collect Personal Information about you from third party sources.

The following list provides examples of the types of personal information we may collect, including but not limited to:

Contact Information - your email address, any social media addresses (such as Twitter or Instagram), any online communications platform addresses (such as Facebook or LinkedIn), telephone numbers, postal address and contact information of any referrals, references or emergency contacts you provide.

Professional and Work Eligibility Information - your resume or curriculum vitae or biography, employment history, education history, transcripts, certifications, professional license information, languages proficiencies, security clearance information, work authorizations such as permits or visas, professional association memberships, volunteer or charitable activities, occupational health and safety information, work-related skills, professional accomplishments and skills assessment information, and publications.

Career Planning Information - your career interests, desired compensation and benefits, desired work location and willingness to relocate, family information as it relates to your career goals or plans, and hobbies and interests.

Demographic Information - your race, gender, national origin, disability status and veteran status, where we are required to or permitted to do so by law and in support of equal opportunity monitoring or affirmative action programs.

Photos and Visual Images - photos that you provide to us or that you make publicly available on the Internet (for example LinkedIn or company/firm Websites); your image on video if you elect to do a video interview, and your image from a security camera to which we have authorized access.

Device Information - your IP address, browser type and version, time zone setting, browser plug-in types and versions, and operating system and platform information when you are visiting our Website(s).

Other Information You Provide - any other Personal Information you may elect to provide to us, including any paper materials you submit to us.

We have collected these categories of Personal Information from and after the Effective Date of this Notice.

Collected Information by User Category

Visitors - if you are visiting or using our Website(s) or office locations or any of our Services, so that we can provide you with the Website(s) or Services you require;

Job Seekers and Candidates - if you apply for or we contact you about job opportunities with EQU Advisors or you contact us or we contact you about job opportunities through our staffing, recruiting, or career advisory and placement services;

Clients - if you contact us concerning recruitment or consulting services for your institution or organization, whether to conduct a recruiting search, advise on staffing and organization, or the provision of any of our other services;

Customers, vendors, service providers, and other suppliers - if you are an employee, representative and/or agent of our customers, service providers, vendors, and other suppliers or individuals with whom we have a business relationship and/or manage on behalf of our clients; and

Referral partners and others who advise on the suitability of job seekers - if you submit any Personal Information relating to other people to us or to our service providers in connection with our Services, you confirm that you have the authority to do so and to permit us to use the information in accordance with this Notice.

Information Sources

Information you submit to us - Where we request information from you, we will inform you prior to collection whether the provision of the Personal Information may be provided on a voluntary basis, and the consequences of not providing the information, which may include being unable to properly provide you with Services.

Information we search from publicly available sources - whether online, in storage archives, or through personal contacts.

Information we collect automatically - We automatically collect certain technical information from you when you visit our Website(s) (for example your IP address, browser and operating system details and actions you take on the Website(s)).

Information we obtain from third parties - We may receive or acquire information about you from third parties, including, but not limited to: background check providers; references; trade journals; your published materials; public governmental filings; third party websites; social media platforms; business intelligence providers; EQU Advisors affiliates and contacts.

Any Personal Information you provide to a third party will be subject to that third party's privacy notice and our use of the Personal Information we obtain from such third parties will be subject to this Privacy Notice.

Sensitive Personal Information

You may be asked for types of personal information that may be viewed as sensitive ("Sensitive Personal Information"). Sensitive Personal Information includes, for example, government-issued identification numbers (such as social security number, driver's license number or passport number), information relating to a person's race or ethnic origin, physical or mental health or condition, religion, sexual orientation, background check or drug testing information. For example, we may collect health information to assess under health and safety regulations your ability to accept certain job opportunities or your drug test results for a position you apply for that requires drug screening. EQU Advisors will process any Sensitive Personal Information in accordance with applicable data protection laws, including, for example, obtaining required consents.

Collected Information Purposes and Use

We collect and use your Personal Information for our business and commercial purposes, which include providing our services as described above as well as:

Recruitment and Hiring Activities – including using your contact information to call or email you as a prospective candidate, nominator, applicant, and/or client regarding current and future job opportunities with EQU Advisors or our clients, including determining your eligibility and suitability for such opportunities.

Receiving Services - including receiving services from various vendors, suppliers, independent contractors and other third parties.

Website Operation - including account establishment and maintenance, and traffic analytics.

Marketing and Promotions - including sending you promotional communications such as newsletters, surveys, articles of interest, relevant industry material, press releases and job fair or other event announcements and personalizing and delivering content about our Services to you, including through advertisements on our Website(s) and other websites.

Business Analytics – in order to profile the interests of employers and job seekers; to understand the visitors to our Website(s) and to otherwise improve the delivery of our Services through internal audits, troubleshooting and other business analysis.

Meeting Substantial Public Interest - such as equal opportunity monitoring and programs that promote diversity and inclusion.

Aggregation and Anonymization - including the process of using Personal Information to create aggregated or anonymized data sets for the purpose of internal business analysis and industry trends Note that anonymized data is not Personal Information.

Security and Fraud Prevention - to ensure the security of our Website(s) and Services, to protect against fraud, and to comply with legal requirements.

Compliance with Laws - including compliance with all laws and regulations and addressing legal action or taking professional advice, for example from attorneys or tax professionals.

Personal Information Disclosure, Sharing or Sale

EQU Advisors does not sell your Personal Information. EQU Advisors may share and disclose certain categories of Personal Information about you for a business purpose in the following circumstances:

Potential employers or potential clients – We may share your contact information, professional and work eligibility information, career planning information, family information as it relates to your career goals or plans, demographic information, photos and visual images and other information with a customer for the purpose of providing Services for opportunities we believe are of interest to you. Customers of EQU Advisors will process such Personal Information in accordance with their own policies and procedures.

Vendors, consultants, and other service providers – We use vendors, consultants, and other service providers to assist us in providing our Services, and it may be necessary for us to

provide access to all the categories of your Personal Information (for example, IT vendors who support our systems, background check, assessment services, and marketing services vendors, attorneys, and accountants as well as premises and other security management vendors. These companies will have access to your Personal Information as necessary to perform their functions, but they may only use that information for the purpose of providing the services.

Sharing within EQU Advisors – We may share all the categories of your Personal Information with EQU Advisors affiliates, which are companies that have ownership in EQU Advisors, are owned by EQU Advisors, or are under common control with EQU Advisors.

Business Transfers – Circumstances may arise where, whether for strategic or other business reasons, EQU Advisors decides to sell, buy, merge, or otherwise reorganize businesses. Such a transaction may involve, in accordance with applicable law, the disclosure of Personal Information to prospective or actual purchasers, or the receipt of it from sellers. It is EQU Advisors' practice to seek appropriate protection for Personal Information in these types of transactions.

Vital Interests and Legal Rights – We may collect and possibly share any or all the categories of Personal Information in order to investigate, prevent, or take action regarding illegal activities, suspected fraud, situations involving potential threats to the physical safety of any person, or violations of EQU Advisors terms of use or this Notice.

Compliance with Laws – We may disclose any or all the categories of Personal Information where we are legally required to do so in order to respond to or comply with any applicable law, regulation, subpoenas, court orders, legal process, or government requests, including in response to public authorities to meet national security or law enforcement requirements. We also may disclose your Personal Information when we choose to establish or exercise our legal rights or defend against legal claims.

With Your Consent – We may disclose any or all the categories of your Personal Information for other purposes with your consent.

We have not shared or sold any of these categories of Personal Information in the 12-month period preceding the Effective Date of this Notice, but we will have shared Personal Information from and after the effective date of this Notice.

Please note that if you post any Personal Information in a public area of our Website(s), the information that you share will be visible to others and can be read, used, or collected by others. EQU Advisors is not responsible for the way others may use Personal Information you post to public areas of the Website(s).

Marketing Communications

With your consent, and when lawful, we may send you marketing information, or other communications, such as opportunities that we believe match your selection criteria, newsletters, white papers, surveys, and event information. You can opt-out of receiving marketing emails from us by clicking the unsubscribe link contained in such emails.

Cookies and Data Analytics

EQU Advisors websites use "cookies" and similar technologies to help personalize your online experience and for analytics purposes. For more information about cookies, the types of cookies we use, and how we use them, please contact us.

Retention

EQU Advisors retain your Personal Information at our discretion, but at a minimum for as long as necessary to provide Services. Please note that we will retain and use your information to comply with our legal obligations, dispute resolutions, and agreement enforcement.

Should you prefer that we no longer use your information, please contact via the information below. To protect your privacy and security, we will take steps to verify your identity by confirming Personal Information we have previously collected about you. We will abide by all applicable legal requirements for deadlines for responding to your request.

Data Transfer

We may transfer Personal Information within EQU Advisors, and third parties located in the United States and in other countries that may be outside your country of residence for storage and processing to provide the Services. These countries may have data protection laws which differ from the data privacy laws of your jurisdiction. We will have taken appropriate safeguards to protect your Personal Information in accordance with this Notice and applicable law wherever it is processed.

Age Requirement

This Website is not intended for use by children under the age of 13. EQU Advisors does not knowingly collect Personal Information from children under the age of 13. If we learn that we have collected Personal Information from a child under the age of 13, we will delete that data from our systems.

External Links

Our Website(s) may contain links to other websites which are not controlled by us. EQU Advisors makes no claims with respect to the privacy practices or the content of other websites. You access such websites at your own risk, and this Privacy Notice has no force or effect with respect to such websites.

EQU Advisors may elect to make publicly available information exchange capability on its Website(s). Any information that you post in any such publicly available area of any website(s) is public and may be accessed by third parties.

Information Processing Legal Basis – EEA, United Kingdom, Switzerland

If you are in the European Economic Area ("EEA"), United Kingdom or Switzerland, our legal basis for processing Personal Information about you will depend on the type of Personal Information and the purpose for which we collect it. Processing of your Personal Information is permitted under applicable law because:

We need the Personal Information to perform a contract with you or to provide a service you have requested from us;

We have legitimate interests to process your Personal Information that do not override your rights. For example, when we process your Personal Information to provide our Services (which may include matching you with suitable roles across our client base), to increase information security, identify usage trends, determine the effectiveness of promotional campaigns, expand our business activities, and improve our Services and the content and functionality of our Website(s);

In limited circumstances, we have obtained your specific consent to do so; or there is a legal obligation to collect Personal Information from you.

If you would like further information, please contact us as set forth below.

Respect For Your Privacy Rights

Your privacy rights and the ways in which you can exercise them are set out below.

EEA, United Kingdom, or Switzerland:

Access - You may receive access to and a copy of your Personal Information, as well as certain information regarding your Personal Information.

Rectification - You may request that we correct errors or inaccuracies in your Personal Information.

Erasure - You have the right to request erasure of your Personal Information in certain circumstances.

Restriction - You are entitled to request us to restrict or suspend the processing of certain of your Personal Information.

Data Portability - You may request to receive information you provided to us in a machine-readable portable format and to request the transfer of certain of your Personal Information to another party.

You have the right to make a complaint to a Data Protection Authority where you are a resident, where we are based in Florida, or where an alleged infringement of data protection law has taken place.

California Rights:

For California residents, you are given rights under the California Consumer Privacy Act to request that EQU Advisors disclose the following about the Personal Information we collect, use, and disclose about you.

The categories of, or specific pieces of Personal Information we have collected about you in the preceding 12 months;

The categories of sources where we obtained your Personal Information;

The categories of your Personal Information that we disclosed;

The business or commercial purpose for which we collected your Personal Information; and

The categories of third parties with which we shared your Personal Information in the preceding 12 months.

You can make any of the above requests two (2) times in each twelve (12) month period.

You have the right to request that EQU Advisors delete any of your Personal Information that we have collected from you, with certain exceptions. For example, we may refuse your deletion request if we are permitted by law to keep the information. If we deny your request, we will explain why.

You have the right to be free of discrimination for exercising your consumer privacy rights. We will not deny you services, charge different amounts or provide a different quality level of Services for exercising your rights unless the difference is reasonably related to the value of your data.

You have the right to direct businesses to stop selling your Personal Information. We do not sell Personal Information, and we do not knowingly collect or sell the Personal Information of minors under 13 years of age.

Other Jurisdictions and Privacy Laws

Under the laws of some jurisdictions, you may have the right to request additional information or actions on our part. EQU Advisors will respect individual rights requests on an individualized basis under those laws if reasonably practicable.

If you have provided us with your consent to use your Personal Information, you can withdraw your consent at any time. This will not affect any processing of your Personal Information done before you withdrew your consent.

Notice Changes

Changes to this notice will be posted to our Website(s), with an updated revision date, and shall be effective when posted. If we make material changes to this Notice, we may choose to make additional notifications, such as by email, or posting a notice on our home page.

Contact Us

If you have any questions, or wish to exercise any of your rights set forth in this Notice please contact:

EQU Advisors, LLC.
2582 Maguire Road, #195
Ocoee, FL 34761
info@equadvisors.com

EQU Advisors is committed to making you aware of the information we collect, use, and under what circumstances it may be disclosed. If you do not consent to the terms of this policy, you should exit the Website now.

Effective Date

January 20, 2022.

California Notice at Collection

EQU Advisors, LLC (“EQU Advisors”, “Us”, “We”) are committed to safeguarding your privacy and protecting your personal information. We use physical, technical, organizational, and administrative security measures to help protect your Personal Information from accidental, unauthorized, or unlawful access, use, or disclosure, loss, destruction, or damage.

In this California (CA) Notice at Collection (“Notice”), which applies to CA residents, and which is as a supplement to our Privacy Notice, we explain to you what categories of information we may collect, use, share, and store about you through our website (“Website”) and in working with EQU Advisors. Additional information about our privacy policies is available in our Privacy Notice.

Accessibility

If you wish to access this Notice in an alternative format, please contact us as described in the Contact Us section.

About EQU Advisors

We provide advisory and executive search services to higher education and nonprofit institutions as well as candidate advising. We partner with both institutions and candidates to provide optimal talent acquisition, management, and career services.

When This Notice Applies

“Personal Information” is information which may directly or indirectly identify you. This Notice applies to our collection, use, and disclosure of Personal Information from residents of California whether collected online or from other sources, including without implied limitation, through our Website(s), email and related applications and content that link or refer to this Notice; by telephone; or through personal contact.

This Notice also applies when we are receiving services you are providing to us. Note that this Notice does not apply to organizations which we do not own or control.

Personal Data and Collection Use

We collect Personal Information about you when you visit our Website(s), use our Services, visit our office locations, or when you provide it to us in any other way. We also collect Personal Information about you from third party sources.

The following list provides examples of the types of personal information we may collect, including but not limited to:

Contact Information - your email address, any social media addresses (such as Twitter or Instagram), any online communications platform addresses (such as Facebook or LinkedIn), telephone numbers, postal address and contact information of any referrals, references, or emergency contacts you provide.

Professional and Work Eligibility Information - your resume or curriculum vitae (C.V.) or biography, employment history, education history, transcripts, certifications, professional license information, languages proficiencies, security clearance information, work authorizations such as permits or visas, professional association memberships, volunteer or charitable activities, occupational health and safety information, work-related skills, professional accomplishments and skills assessment information, and publications.

Career Planning Information - your career interests, desired compensation and benefits, desired work location and willingness to relocate, family information as it relates to your career goals or plans, and hobbies and interests.

Demographic Information - your race, gender, national origin, disability status and veteran status, where we are required to or permitted to do so by law and in support of equal opportunity monitoring or affirmative action programs.

Photos and Visual Images - photos that you provide to us or that you make publicly available on the internet (for example LinkedIn or company/firm websites); your image on video if you elect to do a video interview, and your image from a security camera to which we have authorized access.

Device Information - your IP address, browser type and version, time zone setting, browser plug-in types and versions, and operating system and platform information when you are visiting our Website(s).

Other Information You Provide - any other Personal Information you may elect to provide to us, including any paper materials you submit to us.

We have collected these categories of Personal Information in the 12-month period preceding the Effective Date of this Notice.

Sensitive Personal Information

You may be asked for types of personal information that may be viewed as sensitive ("Sensitive Personal Information"). Sensitive Personal Information includes, for example, government-issued identification numbers (such as social security number, driver's license number or passport number), information relating to a person's race or ethnic origin, physical or mental health or condition, religion, sexual orientation, background check or drug testing information. For example, we may collect health information to assess under health and safety regulations your ability to accept certain job opportunities or your drug test results for a position you apply for that requires drug screening. EQU Advisors will process any Sensitive Personal Information in accordance with applicable data protection laws, including, for example, obtaining required consents.

Collected Information Purposes and Use

We collect and use your Personal Information for our business and commercial purposes, which include providing our services as described above as well as:

Recruitment and Hiring Activities – including using your contact information to call or email you as a prospective candidate, nominator, applicant, and/or client regarding current and future job

opportunities with EQU Advisors or our clients, including determining your eligibility and suitability for such opportunities.

Receiving Services - including receiving services from various vendors, suppliers, independent contractors and other third parties.

Website Operation - including account establishment and maintenance, and traffic analytics.

Marketing and Promotions - including sending you promotional communications such as newsletters, surveys, articles of interest, relevant industry material, press releases and job fair or other event announcements and personalizing and delivering content about our Services to you, including through advertisements on our Website(s) and other websites.

Business Analytics – in order to profile the interests of employers and job seekers; to understand the visitors to our Website(s) and to otherwise improve the delivery of our Services through internal audits, troubleshooting and other business analysis.

Meeting Substantial Public Interest - such as equal opportunity monitoring and programs that promote diversity and inclusion.

Aggregation and Anonymization - including the process of using Personal Information to create aggregated or anonymized data sets for the purpose of internal business analysis and industry trends Note that anonymized data is not Personal Information.

Security and Fraud Prevention - to ensure the security of our Website(s) and Services, to protect against fraud, and to comply with legal requirements.

Compliance with Laws - including compliance with all laws and regulations and addressing legal action or taking professional advice, for example from attorneys or tax professionals.

Personal Information Disclosure, Sharing or Sale

EQU Advisors does not sell your Personal Information. EQU Advisors may share and disclose certain categories of Personal Information about you for a business purpose in the following circumstances:

Potential Employers or Potential Clients – We may share your contact information, professional and work eligibility information, career planning information, family information as it relates to your career goals or plans, demographic information, photos and visual images and other information with a customer for the purpose of providing Services for opportunities we believe are of interest to you. Customers of EQU Advisors will process such Personal Information in accordance with their own policies and procedures.

Vendors, Consultants, and Other Service Providers – We use vendors, consultants, and other service providers to assist us in providing our Services, and it may be necessary for us to provide access to all the categories of your Personal Information (for example, IT vendors who support our systems, background check, assessment services, and marketing services vendors, attorneys, and accountants as well as premises and other security management vendors. These companies will have access to your Personal Information as necessary to perform their functions, but they may only use that information for the purpose of providing the services.

Sharing within EQU Advisors – We may share all the categories of your Personal Information with EQU Advisors affiliates, which are companies that have ownership in EQU Advisors, are owned by EQU Advisors, or are under common control with EQU Advisors.

Business Transfers – Circumstances may arise where, whether for strategic or other business reasons, EQU Advisors decides to sell, buy, merge, or otherwise reorganize businesses. Such a transaction may involve, in accordance with applicable law, the disclosure of Personal Information to prospective or actual purchasers, or the receipt of it from sellers. It is EQU Advisors' practice to seek appropriate protection for Personal Information in these types of transactions.

Vital Interests and Legal Rights – We may collect and possibly share any or all the categories of Personal Information in order to investigate, prevent, or take action regarding illegal activities, suspected fraud, situations involving potential threats to the physical safety of any person, or violations of EQU Advisors terms of use or this Notice.

Compliance with Laws – We may disclose any or all the categories of Personal Information where we are legally required to do so in order to respond to or comply with any applicable law, regulation, subpoenas, court orders, legal process, or government requests, including in response to public authorities to meet national security or law enforcement requirements. We also may disclose your Personal Information when we choose to establish or exercise our legal rights or defend against legal claims.

With Your Consent – We may disclose any or all the categories of your Personal Information for other purposes with your consent.

We have not shared or sold any of these categories of Personal Information in the 12-month period preceding the Effective Date of this Notice, but we will have shared Personal Information from and after the effective date of this Notice.

Please note that if you post any Personal Information in a public area of our Website(s), the information that you share will be visible to others and can be read, used, or collected by others. EQU Advisors is not responsible for the way others may use Personal Information you post to public areas of the Website(s).

Notice Changes

Changes to this notice will be posted to our Website(s), with an updated revision date, and shall be effective when posted. If we make material changes to this Notice, we may choose to make additional notifications, such as by email, or posting a notice on our home page.

Contact Us

If you have any questions, please contact:

EQU Advisors, LLC.
2582 Maguire Road, #195
Ocoee, FL 34761
info@equadvisors.com

EQU Advisors is committed to making you aware of the information we collect, use, and under what circumstances it may be disclosed. If you do not consent to the terms of this policy, you should exit the Website now.

Effective Date

January 21, 2022.

Canada Privacy Policy

LAST UPDATE OF THIS PRIVACY POLICY – January 21, 2022

BEFORE USING EQU ADVISORS, LLC WEBSITE, PLEASE READ THIS PRIVACY POLICY CAREFULLY.

This Privacy Policy is applicable to EQU Advisors, LLC ("EQU Advisors") and sets out our policy on the gathering and use of information on this website and our other website(s) (collectively "Website(s)"). EQU Advisors is committed to providing a safe web Website(s) for visitors of all ages and has implemented this Privacy Policy to demonstrate our firm commitment to your privacy. EQU Advisors complies with Canadian Federal and Provincial privacy laws and regulations including the Personal Information and Electronic Documents Act.

There may be links from our Website(s) to other website(s); note that this Privacy Policy applies only to our Website(s) and not to website(s) of other companies or organizations to which our Website(s) may be linked. You must check on any linked website(s) for the privacy policy that applies to that website and/or make any necessary inquiries in respect of that privacy policy with the operator of the linked website. These links to third party website(s) are provided as a convenience and are for informational purposes only. EQU Advisors does not endorse, and is not responsible for, these linked website(s).

Although you are not required to register to access our Website(s), you may be asked to provide us with personal information when you visit certain sections of our Website(s). Your use of our Website(s) signifies your acknowledgement and consent to our Privacy Policy. If you do not agree to this Privacy Policy, please do not continue to use our Website(s). Your continued use of the Website(s) signifies your acceptance of these terms and any changes in effect at the time of use.

Personal Information Collection

Personal Information is information about you that identifies you as an individual, for example, without implied limitation, your name, address, e-mail address, social media addresses, or telephone number.

We collect information that you voluntarily provide to us through responses to surveys, search functions, questionnaires, feedback, applications, uploads, emails, telephone conversations, in-person visits, third party contractors, and the like. We may also ask you to provide additional

information such as your e-mail address if you want to obtain our services, receive information, or to resolve complaints or concerns.

Collected Information Purposes and Use

We collect and use your Personal Information for our business and commercial purposes, which include providing our services as described above as well as:

Recruitment and Hiring Activities – including using your contact information to call or email you as a prospective candidate, nominator, applicant, and/or client regarding current and future job opportunities with EQU Advisors or our clients, including determining your eligibility and suitability for such opportunities.

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Information Disclosure

EQU Advisors does not sell your Personal Information. EQU Advisors may share and disclose certain categories of Personal Information about you for a business purpose in the following circumstances:

Potential Employers or Potential Clients – We may share your contact information, professional and work eligibility information, career planning information, demographic information, photos and visual images and other information with a customer for the purpose of providing Services for opportunities we believe are of interest to you. Customers of EQU Advisors will process such Personal Information in accordance with their own policies and procedures.

Vendors, Consultants, and Other Service Providers – We use vendors, consultants, and other service providers to assist us in providing our Services, and it may be necessary for us to provide access to all of the categories of your Personal Information (for example, IT vendors who support our systems, background check, assessment services, and marketing services vendors, attorneys and accountants as well as premises and other security management vendors, including video security at our office locations). These companies will have access to your Personal Information as necessary to perform their functions, but they may only use that information for the purpose of providing the services.

Sharing within EQU Advisors – We may share all the categories of your Personal Information with EQU Advisors affiliates, which are companies that have ownership in EQU Advisors, are owned by EQU Advisors, or are under common control with EQU Advisors.

Business Transfers – Circumstances may arise where, whether for strategic or other business reasons, EQU Advisors decides to sell, buy, merge, or otherwise reorganize businesses. Such a transaction may involve, in accordance with applicable law, the disclosure of Personal Information to prospective or actual purchasers, or the receipt of it from sellers. It is EQU Advisors' practice to seek appropriate protection for Personal Information in these types of transactions.

Vital Interests and Legal Rights – We may collect and possibly share any or all the categories of Personal Information in order to investigate, prevent, or take action regarding illegal activities, suspected fraud, situations involving potential threats to the physical safety of any person, or violations of EQU Advisors terms of use or this Notice.

Compliance with Laws – We may disclose any or all the categories of Personal Information where we are legally required to do so in order to respond to or comply with any applicable law, regulation, subpoenas, court orders, legal process, or government requests, including in response to public authorities to meet national security or law enforcement requirements. We also may disclose your Personal Information when we choose to establish or exercise our legal rights or defend against legal claims.

With Your Consent – We may disclose any or all the categories of your Personal Information for other purposes with your consent.

We have not shared or sold any of these categories of Personal Information in the 12-month period preceding the Effective Date of this Notice, but we will have shared Personal Information from and after the effective date of this Notice.

Please note that if you post any Personal Information in a public area of our Website(s), the information that you share will be visible to others and can be read, used, or collected by others. EQU Advisors is not responsible for the way others may use Personal Information you post to public areas of the Website(s).

Cookies

EQU Advisors, in common with many website operators, may use standard technology called "cookies" on its Website(s). Cookies are small data files that are downloaded onto your

computer when you visit a particular website. You can disable cookies by turning them off in your browser; however, some areas of the Website(s) may not function properly if you do so.

Protection of Children Online

EQU Advisors considers the protection of children's privacy, especially online, to be of the utmost importance. We do not knowingly collect or solicit personal information from children, nor do we allow them to become registered users of, or to request information through, our Website(s).

Protection of Information

Our Commitment to Security - We have put in place physical, electronic, and managerial procedures to safeguard and help prevent unauthorized access, maintain data security, and correctly use the information we collect online. EQU Advisors applies security safeguards appropriate to the sensitivity of the information, such as retaining information in secure facilities and making personal information accessible only to authorized employees on a need-to-know basis.

Storage of Information - Personal information you share with us is stored on our database servers, portable business computing resources, our contracted cloud storage provider (in whatever country they may be located) or hosted by third parties who have entered into agreements with us that require them to observe our Privacy Policy.

Policy Change

If we alter our Privacy Policy, any changes will be posted on this page of our Website so that you are always informed of the information we collect about you, how we use it and the circumstances under which we may disclose it.

Contact Us

If you have any questions, or wish to exercise any of your rights set forth in this Notice please contact:

EQU Advisors, LLC.
2582 Maguire Road, #195
Ocoee, FL 34761
info@equadvisors.com

Acceptance of Our Privacy Policy

By using these Website(s), you signify your acceptance of our Privacy Policy, and you adhere to the terms and conditions posted on the Website. By submitting your information, you agree that it will be governed by our Privacy Policy. If you do not consent to the terms of this policy, you should exit the Website now.