

GableGotwals Privacy and Cookie Policy

Last modified: December 4, 2024

Introduction

Gable & Gotwals, a Professional Corporation ("**GableGotwals**," the "**Firm**," "**We**" or "**Us**") is committed to protecting the privacy and security of confidential information through our compliance with this Privacy and Cookie policy (the "**Policy**").

This Policy describes the types of information we may collect from you or that you may provide when:

- 1) We provide legal services to you, manage the business of the Firm, and otherwise conduct business at our offices or other locations (our "**Services**"); and
- 2) You visit the website www.gablelaw.com or our social media sites (our "**Sites**");

and our practices for collecting, using, maintaining, protecting, and disclosing that information.

This Policy applies to information we collect in providing the Services and on the Sites; and in email, text, and other electronic messages between you and the Firm and the Sites. It does not apply to information collected by any third party, including any collected through a website operated by a third party or any application or content (including advertising) that may link to or be accessible from or on the Sites, and does not change our responsibilities under the rules of professional conduct applicable to attorneys or any obligations we have to maintain the confidentiality of client information.

Please read this Policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our Sites.

By accessing or using our Services or the Sites, you agree to this Policy. This Policy may change from time to time (see Changes to Our Privacy and Cookie Policy). Your continued use of our Services or the Sites after we make changes is deemed to be acceptance of those changes, so please check the Policy periodically for updates.

Children Under the Age of 18

Our Sites are not intended for children under 18 years of age. We do not knowingly collect through the Sites any Personal Information (as defined herein) from children under 18. To the extent GableGotwals collects Personal Information on children under 18 in the context of providing the Services, we will only do so with the appropriate consent or as otherwise permitted under applicable law. If we learn we have collected or received Personal Information from a child under 18 without verification of parental consent, we will delete that information.

Information We Collect About You and How We Collect It

We collect several types of information from and about users of our Services and Sites, both via direct request to users or other parties, and also automatically through our Sites.

Information We Collect Through Direct and Indirect Requests

We may ask you to provide various types of information directly to us, including information:

- By which you may be personally identified, such as name, postal address, e-mail address, telephone number, professional experience or affiliation, or any other identifier by which you may be contacted online or offline ("**Personal Information**");
- About your location, internet connection, the equipment you use to access our Sites, and usage details.
- Records and copies of your correspondence (including email addresses) if you contact us.
- Your search queries on the Sites.

We collect this information:

- Directly from you when you provide it to us, for example when you request legal representation, apply for employment, register for an event, or request other Services. This may be provided in

person, via electronic mail or telephone, by registering for or completing forms on our Sites, or other methods. We may also ask you for information when you report a problem with our Sites.

- From other sources such as your business associate(s), representative(s), experts, or publicly available sources. If you provide Personal Information of another party to us, you acknowledge that you are authorized to disclose such Personal Information to us and that we may treat such Personal Information under this Policy as we would any such Information provided directly to us.
- Automatically as you navigate through the site. Information collected automatically may include usage details, IP addresses, and information collected through cookies and other tracking technologies.
- From third parties, including our business partners.

You also may provide information to be published or displayed (hereinafter, "**posted**") on public areas of the Sites, or to be transmitted to other users of the Sites or third parties (collectively, "**User Contributions**"). Your User Contributions are posted and transmitted to others at your own risk. Although you may set certain privacy settings for such information, please be aware that no security measures are perfect or impenetrable. Additionally, we cannot control the actions of other users of the Sites with whom you may choose to share your User Contributions. Therefore, we cannot and do not guarantee that your User Contributions will not be viewed by unauthorized persons.

Information We Collect Through Automatic Data Collection Technologies

As you navigate through and interact with our Sites, we may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- Details of your visits to our Sites, including traffic data, location data, and other communication data and the resources that you access and use on the Sites.
- Information about your computer and internet connection, including your IP address, operating system, and browser type.

Your IP address is automatically assigned to your computer by your Internet Service Provider. An IP address may be identified and logged automatically in our server log files whenever a user accesses the Sites(s), along with the time of the visit and the page(s) that were visited. Collecting IP addresses is standard practice and is done automatically by many websites, applications and other services. We use IP addresses for purposes such as calculating usage levels, diagnosing server problems, and administering the Sites(s). We may also derive your approximate location from your IP address.

The information we collect automatically helps us to improve our Sites and to deliver a better and more personalized service by enabling us to:

- Estimate our audience size and usage patterns.
- Store information about your preferences, allowing us to customize our Sites according to your individual interests.
- Speed up your searches.
- Recognize you when you return to our Sites.

Cookies and Other Tracking Technologies

The technologies we use for automatic data collection may include:

- **Cookies (or browser cookies).** A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting, you may be unable to access certain parts of our Sites. Unless you have adjusted your browser setting so that it will refuse cookies, our system may issue cookies when you direct your browser to our Sites.
- **Flash Cookies.** Certain features of our Sites may use local stored objects (or Flash cookies) to collect and store information about your preferences and navigation to, from, and on our Sites. Flash cookies are not managed by the same browser settings used for browser cookies. For

information about managing your privacy and security settings for Flash cookies, see Choices About How We Use and Disclose Your Information.

- **Web Beacons.** Pages of our Sites may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit the Firm, for example, to count users who have visited those pages or opened an email and for other related website statistics (for example, recording the popularity of certain website content and verifying system and server integrity).
- **Google Analytics.** We use Google Analytics to track how you and others use certain Sites in order to manage and improve those Sites. Google Analytics collects information such as how often users visit this site, what pages they visit when they do so, and what other sites they used prior to coming to this site. Google Analytics collects only the IP address assigned to you on the date you visit this site, rather than your name or other identifying information. We do not combine the information collected through the use of Google Analytics with personally identifiable information. For information on how Google uses this information, and how you can control the usage of that information, please click [here](#).
- **Google Adwords.** From time to time, we might use the various Google Adwords features to advertise on third-party websites, including Google, to previous visitors to the Website. With Google Ads Remarketing, third-party vendors use Cookies (including third-party Cookies such as those from DoubleClick) to provide our advertisements on the internet based upon your past visits to the Website, and with Demographics and Interest Reporting, we use aggregate data provided (such as age, gender, and interests) to understand and communicate better with visitors to the Website. You may opt-out of Google's use of Google Adwords by adjusting your advertising settings. To opt-out of a third-party vendor's use of cookies you may visit the Network Advertising Initiative ("NAI") opt-out page.

Third-Party Use of Cookies and Other Tracking Technologies

Some content or applications, including advertisements, on the Sites are served by third parties, including advertisers, ad networks and servers, content providers, and application providers. These third parties may use cookies to collect information about you when you use our website. The information they collect may be associated with your Personal Information or they may collect information, including Personal Information, about your online activities over time and across different websites and other online services. They may use this information to provide you with interest-based (behavioral) advertising or other targeted content.

We do not control these third parties' tracking technologies or how they may be used. If you have any questions about an advertisement or other targeted content, you should contact the provider responsible directly. For information about how you can opt-out of receiving targeted advertising from many providers, see Choices About How We Use and Disclose Your Information below.

How We Use Your Information

We use information that we collect about you or that you or other parties provide to us, including any Personal Information:

- To provide legal representation and other Services; to promote, market, or otherwise communicate about our Services; to improve the quality of our Services; and to fulfill our legal, ethical and contractual obligations with respect to the Services.
- To communicate with you about any position with GableGotwals you have applied for, to process your application, and extend an offer and onboard you for employment if applicable.
- To present our Sites and its related contents to you.
- To determine if we can provide you with Services that you request from us, and to do so if possible.
- To fulfill any other purpose for which the information is provided.

- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collection.
- To notify you about changes to our Services or Sites.
- In any other way we may describe when you provide the information.
- For any other purpose with your consent.

Disclosure of Your Information

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction.

We may disclose Personal Information that we collect or that you provide as described in this Policy:

- To contractors, service providers, and other third-parties we use to support our business and who are bound by contractual obligations to keep Personal Information confidential and use it only for the purposes for which we disclose it to them.
- To fulfill the purpose for which you provide it.
- For any other purpose disclosed by us when you provide the information.
- With your consent.

We may also disclose your Personal Information:

- To comply with any court order, law, or legal process, including response to any government or regulatory request.
- To enforce or apply our [Website Disclaimer](#) and other agreements, including for billing and collection purposes.
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of GableGotwals, our clients, or others.

No mobile information will be shared with third parties for marketing or promotional purposes. All other categories of Personal Information exclude text messaging originator opt-in data and consent; this information will not be shared with third parties.

Choices About How We Use and Disclose Your Information

We strive to provide you with choices regarding the Personal Information you provide to us. We have created mechanisms to provide you with the following control over your information:

- **Tracking Technologies and Advertising.** You can set your browser to refuse all or some browser cookies or to alert you when cookies are being sent. To learn how you can manage your Flash cookie settings, visit the Flash player settings page on Adobe's website. If you disable or refuse cookies, please note that some parts of this site may then be inaccessible or not function properly.
- **Information about GableGotwals Services.** If you do not wish to have your contact information used by the Firm to promote our own or third-party products or services, you can opt-out by sending us an email stating your request to info@gablelaw.com. If we have sent you a promotional email, you may send us a return email asking to be omitted from future email distributions.

We do not control third-party collection or use of your information to serve interest-based advertising. However, these third parties may provide you with ways to choose not to have your information collected or used in this way. You can opt-out of receiving targeted ads from NAI members on the NAI's website.

Accessing and Correcting Your Information

You may send us an email at info@gablelaw.com to request access to, correction or deletion of any Personal Information that you have provided to us. We may not accommodate a request to delete or

change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.

If you delete your User Contributions from the Sites, copies of your User Contributions may remain viewable in cached and archived pages or might have been copied or stored by other Sites users. Access and use of information provided on the Sites, including User Contributions, is governed by our [Website Disclaimer](#).

Your California Privacy Rights

If you are a California resident, California law requires that we provide you with a summary of your privacy rights under the California Online Privacy Protection Act (the "Act"), the Shine the Light Law (the "Law"), and the California Business and Professions Code and Civil Code (the "Codes"). As required by the Act, the Law and the Codes, we will provide you with the categories of personally identifiable information that we collect through this Website and the categories of third-party persons or entities with whom such personally identifiable information may be shared for direct marketing purposes at your request. We are required to inform you at your request: (1) the categories of personally identifiable information we collect and what third parties, we share that information with; (2) the names and addresses of those third parties; and (3) examples of the products marketed by those companies. We are also required to allow you to control who we can and cannot share that information with. To obtain this information, please send a request by email. When contacting us, please indicate your name, address, and what personally identifiable information you do not want us to share with third parties. The request should be emailed to us at info@gablelaw.com and labeled "California Customer Choice Notice." Please allow thirty (30) days for a response. Also, please note that there is no charge for controlling the sharing of your personally identifiable information or requesting this notice.

Your European Union (EU) and United Kingdom (UK) Privacy Rights

Under the data protection laws of the European Union ("EU") and the United Kingdom ("UK") (EU GDPR and UK GDPR/2018 Data Protection Act, respectively), you may have certain data protection rights which may be subject to limitations and/or restrictions and which includes: (i) the right to request access to and, rectification or erasure of your Personal Information; and (ii) the right to ask us to restrict the processing of your Personal Information. You may also have a right to object to processing of your Personal Information where carried out for our legitimate interest or direct marketing. To exercise such rights under this Privacy Policy if applicable to you, please send us your request using the "Contact Us" section below.

You may also have a right to lodge a complaint about the processing of your Personal Information with your local data protection authority.

Data Security

We have implemented measures designed to secure your confidential and Personal Information from accidental loss and from unauthorized access, use, alteration, and disclosure. The safety and security of your information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our Sites, you are responsible for keeping this password confidential. We ask you not to share your password with anyone.

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your confidential and Personal Information, we cannot guarantee the security of your confidential or Personal information transmitted to us or to our Sites. Any electronic transmission of confidential or Personal Information is at your own risk.

Changes to Our Privacy and Cookie Policy

It is our policy to post any changes we make to the Policy on this page. If we make material changes to how we treat our users' Personal Information on the Sites, we will notify you through a notice on the Sites home page. The date the Policy was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting our Sites and this Policy to check for any changes.

Contact Information

To ask questions or comment about this Policy and our privacy practices, or to register a complaint, contact us at info@gablelaw.com.