

Privacy Policy

Privacy Policy

Last Updated: March 10, 2026

Your privacy is important to us and maintaining your trust is our priority. Lead Advisor, LLC ("Lead Advisor," "we," "our," or "us"), respects your privacy and is committed to protecting it through our compliance with this Privacy Policy.

Lead Advisor provides recruitment and technology services to employers. Unless expressly agreed otherwise in writing, Lead Advisor does not make final hiring decisions and does not control employers' ultimate employment determinations or outcomes.

This Privacy Policy describes the types of information we may collect from or about you or that you may provide when you the website listed below or use our services or via our App, and our practices for collecting, using, maintaining, protecting, and disclosing that information.

The "Last Updated" legend above indicate when the Policy was last changed. We may, at any time and without liability, modify or discontinue all or part of the Sites (including access to the Sites via any third-party links); or offer opportunities to some or all Site users. Any changes will become effective when we post the revised Policy on the Sites. Your use of the Sites following these changes means that you accept the revised Policy.

As of the Last Updated stated above, the website covered by this Agreement is www.lead-advisor.com, our affiliated sites such as advisorinterview.com and our Mobile/Web Applications (all of the above, collectively, the "Sites").

Which Services are Covered?

This Privacy Policy applies to data we collect through the following mechanisms, which are collectively referred to as the "Services":

- On the Lead Advisor Sites or through a Lead Advisor's mobile and web applications;
- Through email, SMS, chat or other online communications between you and Lead Advisor;
- When you interact with a Lead Advisor job search widget and/or banner and/or link contained in job advertisements that are located on a third-party website, where the owner of the third-party website has hired Lead Advisor to provide services to the third party and/or your interaction brings you to a Lead Advisor Website; and
- Use of anOpenAI/ChatGPT Agent, AI-powered chatbot, or any large language models (LLMs).

Capitalized terms that are not defined in this Privacy Policy have the meaning given to them in our **Terms of Use** or in any other contractual document between you and us. Use of AI-enabled services is governed by the AI Addendum (Exhibit A), AI Acceptable Use Policy (Exhibit B), and State-by-State Rights Appendix (Exhibit C), each incorporated herein by reference.

U.S. Privacy

This section of the Privacy Policy applies to the following Sites: www.lead-advisor.com or any other Sites, including Mobile Application with a Lead Advisor's domain

1. WHO WE ARE

The Sites are owned and operated by Lead Advisor, LLC (“Lead Advisor”), which provides an online financial career marketplace that connects employers to job seekers.

2. KEY TERMS

We use certain defined terms that appear in this specific Privacy Policy:

Non-Personal Data: Data that is not considered Personal Data under applicable law. We reserve the right to treat data as Personal Data or Non-Personal Data based on the law applicable to the data and the data subject.

Personal Data: Any information or pieces of information that identifies you or could reasonably be used to identify you or your personal device either directly (e.g., your name) or, where required by applicable law indirectly (e.g., through pseudonymised data, such as a unique ID number). This means that Personal Data includes things like email/home addresses, usernames, user generated content, financial information, and health information. It could also include certain Technical Data (defined below) such as unique numerical identifiers like your computer’s IP address or your mobile device’s MAC address, as well as cookies (“Device IDs”), where required by applicable law

Special Categories of Personal Data: Sensitive Personal Data that reveals racial or ethnic origin, political opinions, religious beliefs, philosophical beliefs or trade union membership; genetic and biometric data; and data concerning health, sex life or sexual orientation.

3. DATA WE COLLECT ABOUT YOU

A. Personal Data

As permitted by applicable law, we may collect, use, store and transfer different kinds of Personal Data about you to all manner of Users. We have grouped these into the following categories of Personal Data:

- **“Identity Data”** such as first name, maiden name, last name, resume/CV, Social Media profile, username or similar identifier.
- **“Contact Data”** such as physical address, email address, social media address, telephone number, and any other contact information you provide to us.
- **“Financial Data”** such as payment card details. However, please note that payment methods (e.g., credit card number and/or PayPal and/or bank account details) are not collected by us directly, but by secure payment service providers.
- **“Transaction Data”** such as details about payments to and from you, and details regarding the services that you have subscribed to or purchased through Lead Advisor Sites.
- **“Technical Data”** such as Device IDs, your login data, access dates and times, browser type and version, device information, cookie data, geolocation data, time zone setting and location, browser plug-in types and versions, operating system and platform and other technology on the devices you use to access the Website.
- **“Profile Data”** such as your username and password, orders made by you, preferences, user-generated content, job searches, candidate searches, job applications, feedback and survey responses.
- **“Usage Data”** such as information about how you use our Sites, products and services.
- **“Marketing and Communications Data”** such as your preferences in receiving marketing from us and our third-parties and your communication preferences.

B. Non-Personal Data

We also collect, use and share **Aggregated Data** such as statistical or demographic data for any purpose. Aggregated Data may be derived from your Personal Data but is not considered Personal Data since it does **not** directly or

indirectly reveal your identity. For example, we may aggregate your Usage Data to calculate the percentage of users accessing a specific website feature.

C. If You Fail to Provide Personal Data Where Such Data is Required to Provide Services to You

Where we need to collect Personal Data by law, or under the terms of a contract we have with you, or a prospective contract, and you fail to provide that Personal Data when requested, we may not be able to perform the contract we have or are trying to enter into with you (for example, to provide you with our services). If so, we may have to cancel the service you have with us (or have requested from us), and you accept that as a condition of service.

D. Data That You Should Not Provide to Us

If you are submitting your resume to our database or sharing your resume with a prospective employer directly using a job application feature on the Lead Advisor Website, please carefully consider the information that is contained within your resume and ensure that you are not providing any sensitive or other information that is not necessary for your job application or job search.

4. HOW DATA IS COLLECTED

We use different methods to collect Personal Data from and about you including, for example:

A. Direct Interaction with Us

You may give us your Identity Data, Contact Data, Financial Data, Profile Data, and other information by filling in forms or by corresponding with us by post, phone, e-mail or otherwise. This includes Personal Data you provide when you:

- create an account on our Sites
- request information to be sent to you
- submit your resume/CV to our resume database
- give us feedback
- interviews and AI interviews with corresponding transcripts
- apply to a job posted on our Sites
- sign up for email or SMS job alerts
- authorize Lead Advisor to connect your account to the account of a "**Connected Site**" (e.g., Google, LinkedIn, Facebook, Twitter or the like), we may be able to access information you have provided to the Connected Site, such as profile information, content information, timeline feeds, contact and follow lists, network statistics, and/or updates regarding your Connected Site account

B. Automated Technologies or Interactions

As you interact with our Sites, we may automatically collect Technical Data and Usage Data about your equipment, browsing actions and patterns. We collect this Personal Data and Non-Personal Data by using cookies, server logs and other similar technologies. We may also receive Technical Data and Usage Data about you if you visit other websites employing our cookies and other Tracking Technologies (defined below). For more information regarding our use of Tracking Technologies, please refer to "Cookies and Similar Technologies" below.

C. Third Parties

We may receive Personal Data in the form of Technical Data and Usage Data about you from various third-parties such as analytics providers or advertising networks.

D. Lead Advisor as a Service Provider (Data Processor)

In certain instances, our clients hire Lead Advisor to provide services on behalf of the client. In such case, we process Personal Data under the direction of that client (the data controller) and have no direct relationship with the individuals (data subjects) whose Personal Data we process.

Where Lead Advisor processes your Personal Data in the capacity of a service provider (data processor), and you seek access, or want to correct, amend, or delete your Personal Data, or have other request, we will provide you with the data controller's contact information, so you can contact them directly. In rare instances, however, circumstances may necessitate Lead Advisor assisting you with your question or request or you will retain the right and responsibility for cancelling and deleting your account on our Sites. When acting as a service provider or processor, Lead Advisor does not sell, share, or use personal data except as permitted under applicable state privacy laws

5. HOW WE USE YOUR DATA

A. Use of Non-Personal Data

Where permitted by applicable law, we may use your Non-Personal Data for any purpose not prohibited by applicable law or inconsistent with this Privacy Policy or any written representation we have made to you at the point and time of the data collection.

B. Use of Personal Data

We will use your Personal Data to provide services directly to you (in our capacity as a data controller) and/or to provide services to you on behalf of our clients (in our capacity as a service provider/data processor), except as otherwise described in this Privacy Policy or with your consent. We may use interview responses, transcripts, and assessment outputs, in de-identified or aggregated form, to develop, train, evaluate, and improve artificial intelligence models and services.

(a) **'User Experience'** means our goals in conducting and managing our business, to give you the best user experience when using our Website, products, and Services.

(b) **'Performance of Contract'** means processing your Personal Data where it is necessary for the performance of a contract to which you are a party or to take steps at your request before entering into such a contract.

(c) **'Comply with a legal or regulatory obligation'** means processing your Personal Data where it is necessary for compliance with a legal or regulatory obligation to which we are subject.

(d) **'Consent'** means that you consent to our use of your Personal Data for one or more specific purposes by using the Services of Lead Advisor. Where we rely on your consent to use your Personal Data, you have the right to withdraw that consent at any time by cancelling and deleting your account. However, this will not affect the lawfulness of any processing carried out before you withdraw your consent by deleting your account. If you withdraw your consent by deleting your account, we may not be able to provide certain products or services to you.

6. WHO WE SHARE YOUR DATA WITH

We require all third parties to respect the security of your Personal Data and to treat it in accordance with the law. We do not allow our third-party service providers to use your Personal Data for their own purposes and only permit them to process your Personal Data for specified purposes and in accordance with our instructions and this Privacy Policy.

A. Personal Data

We may share Personal Data with the following parties:

Internal Parties

- Companies within our corporate family that comprise the Lead Advisor Group. Access to your Personal Data will be controlled and only granted where necessary to provide our services to you and/or to allow us to perform any necessary or legitimate functions to our other Users/Employers.

External Third-Parties

- Service providers that we use to support our business and/or help provide our services to you, including, but not limited to, third-parties that host our Sites, assist us to verify your identity, perform Sites and platform maintenance, risk assessments, and security, perform data and web analytics, provide databases, IT services, customer service, payment platforms and credit card processing, communication services, and email services. These service providers may be located in the United States and/or other countries.
- Professional advisers, such as lawyers, bankers, auditors and insurers who provide consultancy, banking, legal, insurance, financial, auditing, and accounting services to us so we can operate our business.
- Taxing authorities, such as the Internal Revenue Service and other authorities acting as processors based in the United States who require reporting of processing activities in certain circumstances.
- Fraud prevention and identity verification services where we believe that disclosure is necessary or appropriate to protect the rights, property, or safety of Lead Advisor, our customers or others. This includes exchanging information with third-parties for the purposes of fraud detection and prevention and credit risk reduction.
- In connection with or during negotiations of any proposed or actual financing, merger, purchase, sale, sale or transfer of some or all of our assets or stock or membership interest, joint venture, or any other type of financing, acquisition or business combination of our company(ies), or all or any portion of our assets, or transfer of all or a portion of our business to another company, including without limitation in the event of a divestiture, restructuring, reorganization, dissolution or other event, whether as a going concern or as part of bankruptcy, liquidation or similar proceeding. In the event of a merger, divestiture, restructuring, reorganization, or other sale or transfer of some or all of our assets or stock, Personal Data that we hold about our clients and users of our services will be one of the assets that will be transferred. If a change happens to our business, the new owners may only use your Personal Data in accordance with this Privacy Policy, as may be amended pursuant hereto.
- Third parties, where you have expressly consented to the disclosure of your Personal Data by the use of the Services.
- Law enforcement agencies, courts, supervisory authorities, regulatory bodies and certain other third-parties, to the extent that we are permitted or required to do so by law, or in order to comply with our legal and regulatory obligations, or in the interests of national security, or to respond to verified requests relating to a criminal investigation or alleged or suspected illegal activity.
- To enforce our **Terms of Use** and other agreements with you, to respond to, and defend ourselves against, claims asserted against us, to protect the rights, property, or safety of Lead Advisor, our services, customers or others, or to investigate, prevent, or take action regarding suspected or actual illegal activities or for debt collection.
- If you are a job seeker, we will share your Personal Data as follows:
 - If you apply to a job posting on our Sites, we will share your Personal Data with the prospective employer and/or their agent of the job during the use of the Services, including but not limited to, any external Applicant Tracking System or any other external systems used by the direct employer to manage the hiring of employees or other categories of workers.
 - By using our Services, you acknowledge that we will share your Personal Data with prospective employers and/or their agents or representative that are permitted to have access to the Resume

Database. You can opt-out of your information being available in our Resume Database at any time by deleting your account and stop using the Services. However, if an entity has already accessed your Personal Data through the Resume Database or via the search results and copied or otherwise saved your information prior to you deleting your account, that entity will continue to have access to the information that was previously saved. Deleting your account will not affect any copies of your Personal Data that have already been accessed, downloaded, or retained by employers or other third parties prior to deletion.

- o Interview transcripts with potential employers.
- From time to time, we may run contests, special offers, or other events or activities ("*Events*") on our Services together with a third-party partner. If you provide information to such third parties, you give them permission to use it for the purpose of that Event and any other use that you approve. We cannot control third parties' use of your information. If you do not want your information to be collected by or shared with a third party, you can choose not to participate in these Events.
- For any other purpose disclosed by us when you provide the information or with your consent.

B. Non-Personal Data

Where permitted by applicable law, we may share your Non-Personal Data for any purpose not prohibited by applicable law or inconsistent with this Privacy Policy or any written representation we have made to you at the point and time of the data collection.

7. WHERE YOUR DATA IS TRANSFERED

Lead Advisor, LLC is headquartered in the United States of America (USA). Your personal data may be disclosed in response to inquiries or requests from governmental or regulatory authorities in the countries in which we and/or our service providers operate (if applicable).

8. HOW LONG YOUR DATA WILL BE KEPT

Different retention periods apply for different types of Personal Data and in determining the appropriate retention period, we consider several criteria, including, but not limited to, the purpose for which we hold your Personal Data, our legal, accounting, reporting and/or regulatory obligations in relation to that Personal Data, (e.g., financial or tax reporting obligations), whether our relationship with you is ongoing (e.g., where you use more than one of our products and/or services), any specific request you may have made in relation to the deletion of your Personal Data, or where we have a legitimate interest in relation to the management of our own rights (e.g., the defense of any claims). In some circumstances we may anonymize your Personal Data so that it can no longer be associated with you, in which case we may use such information without further notice to you. Such anonymized or de-identified data is not treated as Personal Data under applicable law and is not subject to account deletion requests. We may use interview responses, transcripts, and assessment outputs, in de-identified or aggregated form, to develop, train, evaluate, and improve artificial intelligence models and services

Once you no longer have a relationship with us, we will retain or securely delete or destroy your Personal Data subject to the foregoing and in accordance with applicable laws and regulations. If you request to receive no further contact from us, we will keep some basic information about you on our suppression list in order to avoid sending you unwanted materials in the future.

9. YOUR DATA SUBJECT ACCESS RIGHTS

We respect your privacy rights and provide you with reasonable access and rights to the Personal Data that you may have provided through your use of the Services, in accordance with applicable law. The rights described in this Section apply to the extent required by applicable U.S. law and are subject to statutory exceptions and limitations.

9.1 Account Deletion

You may delete your account at any time through your account settings. When you delete your account, we will deactivate your account and remove or anonymize Personal Data associated with your account, subject to the limitations described below.

Data Retention After Account Deletion

Notwithstanding account deletion, we may retain certain information where reasonably necessary to:

- (a) comply with applicable legal, regulatory, tax, or accounting obligations;
- (b) enforce our Terms of Use or other agreements;
- (c) prevent fraud, misuse, or security incidents;
- (d) comply with contractual obligations to our employer or recruiter clients; or
- (e) establish, exercise, or defend legal claims.

Where feasible, data retained after account deletion will be de-identified or aggregated so that it no longer reasonably identifies you. De-identified or aggregated data, including interview responses, transcripts, and assessment outputs that cannot reasonably be linked to an identified individual, is not subject to account deletion requests and may be retained for analytics, research, and artificial intelligence model improvement purposes. Account deletion does not require the deletion of information that has been shared with third parties prior to deletion or that is retained in accordance with this Privacy Policy and applicable law. Account deletion terminates future processing of your Personal Data by Lead Advisor in identifiable form, subject to the retention and de-identification practices described above.

10. CALIFORNIA PRIVACY RIGHTS

California residents have the right to request certain information regarding our disclosure of personal information (as defined by the California Shine the Light Act) to third parties for their direct marketing purposes unless we provide them with an ability to exercise choice regarding such disclosures. ***We comply with this law by providing California residents with the ability to opt-out of, or prospectively withdraw their consent, if they have previously opted-in to, the disclosure of personal information to third parties for their direct marketing purposes, if you delete your account and stop using the Services.*** If you are a California resident, to receive confirmation of how we comply with this law, or to make a request or to opt out at any time, please contact us at Info@lead-advisor.com, obtaining a read confirmation or mail us at the address provided in Section 20 below. Any request must include “California Privacy Rights Request” in the first line of the description and must include the requestor’s name, street address, city, state, and ZIP code.

California Privacy Notice:

If you are a visitor or user of www.lead-advisor.com, or the Sites who resides in the State of California, please review our “California Privacy Notice” which will be provided upon request at Info@lead-advisor.com.

11. MARKETING

We may use your Personal Data to send you information about the services provided by the Lead Advisor Group. You may unsubscribe from our marketing e-mails by clicking "Unsubscribe" in any promotional e-mail communications we send you. As permitted by applicable law, you cannot opt-out of non-marketing, services-related notices.

12. COOKIES AND TRACKING TECHNOLOGIES

Lead Advisor and third parties may use cookies or similar tracking technologies (e.g., pixels, beacons, scripts, etc.) (“Tracking Technologies”) to analyze trends, administer the Sites, track users’ movements around the Sites, and to gather demographic information about our user base as a whole. You can control the use of cookies at the individual

browser level, but if you choose to disable cookies, it may limit your use of certain features or functions on our website or service.

We partner with a third party to either display advertising on our websites or to manage our advertising on other sites. Our third-party partner may use cookies or similar technologies in order to provide you advertising based upon your browsing activities and interests.

We use mobile analytics software to allow us to better understand the functionality of our Mobile Software on your phone. This software may record information such as how often you use the application, the events that occur within the application, aggregated usage, performance data and the website from which the application was downloaded.

To the extent permitted by applicable law, we may send you push notifications from time-to-time in order to update you about any events or promotions that we may be running. If you no longer wish to receive these types of communications, you may turn them off at the device level. To ensure you receive proper notifications, we will need to collect certain information about your device such as operating system and user identification information.

13. DATA SECURITY

We use appropriate technical and organizational measures to protect Personal Data we process about you.

However, no transmission of information via the Internet or wireless network can be guaranteed to be 100% secure. As a result, while we strive to protect your Personal Data, you acknowledge that there are security and privacy limitations of the Internet which are beyond our control and accordingly, the security, integrity and privacy of data exchanged between you and us through the Website cannot be guaranteed.

We have put in place procedures to deal with any suspected Personal Data breach and will notify you and any applicable regulator of a breach where we are legally required to do so.

The safety and security of your Personal Data 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 login or account credentials with anyone and keep your account information secure. We urge you to be careful about giving out information in public areas of the Sites like message boards, where information will be available to other users of the Sites. If you believe that your access credentials or Personal Data have been compromised, please contact us immediately.

14. LINKS TO THIRD-PARTY WEBSITES AND SOCIAL MEDIA FEATURES

Our Sites may from time to time, contain links to third-party services such as websites, locations, platforms, applications or services operated by third parties. If you follow a link to or otherwise access any of these third-party services, these third-party services may use their own cookies, web beacons, and other Tracking Technology to independently collect information about you and may solicit Personal Data from you. Please note that these third-party services have their own privacy policies and we do not accept any responsibility or liability for these parties' policies or practices. Please check these policies before you share any Personal Data with these third-party services.

We may offer you the opportunity to use your social media login when interacting with our Sites. If you do so, please be aware that you may be sharing your profile information with us. The Personal Data that is shared will depend on your social media platform settings. Please visit the relevant social media platform and review its privacy policy to understand how your Personal Data is shared and used in this context.

Social media features may also collect your IP address, which page you are visiting on our Sites, and may set a cookie or other Tracking Technologies to enable the applicable social media feature to function properly. Your interactions with these features are governed by the privacy policy of the company providing such features.

The Sites may include tools provided by us or third-party services that enable you to send a message to another person. If you use any such tools, please ensure that you only send messages to persons to whom you have

permission to send messages. Absent the recipient's consent, we will only use their Personal Data that you provide us to facilitate such messages.

15. Use of OpenAI/ChatGPT Agents/Bots in Our Services

We use artificial intelligence technologies, including services powered by OpenAI's GPT models (referred to as "ChatGPT"), to enhance and support certain features of our platform. Lead Advisor provides AI-enabled tools as a technology service provider and does not control, direct, or determine employment outcomes. By interacting with these AI-enabled features, you acknowledge and agree to the following:

- **Data Processing and Transmission:**
When you use features that utilize ChatGPT, your inputs (including messages, prompts, or other content you provide) may be transmitted to and processed by OpenAI, LLC. This information is used to generate responses and to improve service functionality.
- **Information Sharing and Use:**
Your data may be shared with OpenAI for the purpose of providing AI-generated content and features. Interactions with ChatGPT are subject to [OpenAI's Privacy Policy](#) and [Terms of Use](#), in addition to our own privacy practices. OpenAI may use your data for service improvement in accordance with their policies.
- **Data Retention and Control:**
OpenAI may store and retain your interactions in line with their own data retention policies. We do not control how OpenAI manages or secures this information. Please review OpenAI's policies to understand how your data may be handled once it is shared with them.
- **Your Responsibility and Caution:**
Do not share sensitive personal, confidential, or financial information when interacting with ChatGPT-enabled services. We strongly advise you to treat AI interactions as non-private and non-secure, and to use discretion when submitting information. AI interactions may be processed by third-party AI providers subject to contractual safeguards consistent with this Privacy Policy.
- **Privacy Rights and Opt-Out:**
You may have the ability to opt out of having your content used to improve OpenAI's models by following instructions provided in OpenAI's [Privacy Policy](#). Requests for data deletion or privacy rights under applicable laws should be submitted both to us and to OpenAI directly, as each party processes data independently.

Additional Information

For more information about OpenAI's data handling and policies, please refer to their official documentation:

- [OpenAI Privacy Policy](#)
- [OpenAI Terms of Use](#)

If you have any questions about how your data is used in connection with our services, including those powered by third-party AI tools, please contact us at Info@lead-advisor.com

16. PUBLIC FORUMS

You should be aware that when you voluntarily disclose any Personal Data in a public forum on the Sites, this information, along with any information disclosed in your communication, can be collected and used by third parties and may result in unsolicited messages from third parties. Such activities are beyond our control and this Privacy Policy does not apply to such information. You accept that you, and not Lead Advisor, are responsible for providing

such information in any public forum. Any submissions to public areas on the Website are accepted by you with the understanding that such forums are accessible to all third parties. If you do not want your comments or any content to be viewed by third parties, you are advised not to make any submissions. Please be careful and responsible whenever you're online.

17. QUESTIONS OR COMPLAINTS

If you have a complaint, or if you have any questions or requests regarding your Personal Data, please email us at Info@lead-advisor.com and obtaining a read confirmation. We welcome the opportunity to help you with any concern or questions you have about the use of our services.

18. CHANGES TO THIS PRIVACY POLICY

We reserve the right to change this Privacy Policy at any time. If we make any material changes, we update the Last Update date on the Terms of Use and Privacy Policy. You acknowledge that it is your responsibility to maintain a valid email address as a registered user, and to review the Site, Terms of Use and this Privacy Policy periodically in order to be aware of any modifications. If you object to any changes to the revised Privacy Policy, you can stop using our services and close your account with us. However, if you continue to use our services (including the Sites) after we publish a new or updated Privacy Policy, you acknowledge that such continued use means that the treatment of your Personal Data will be subject to the new or updated Privacy Policy.

19. MINORS AND CHILDREN

Our Services and the Sites are not intended for use by persons under the age of 18 years. Lead Advisor does not knowingly collect or solicit Personal Data from anyone under the age of 13 or knowingly allow such persons to register to use our Sites. In the event that we learn that we have collected Personal Data of a child under the age of 13, we will delete that data to the extent required by applicable law as quickly as possible. If you believe that we might have any Personal Data from or about a child under 13, please contact us at Info@lead-advisor.com and obtaining a read confirmation.