Alight Solutions Privacy Statement

This privacy statement (“Privacy Statement”) is provided on behalf of Hewitt Associates, LLC, hereinafter “Alight Solutions.” This Privacy Statement describes how Alight Solutions collects, uses, and protects personal information it receives in the course of providing its services. At Alight Solutions, your privacy is very important. We strive to protect the personal information under our control and to maintain the security and integrity of that information.

How Alight Solutions Receives Personal Information
Generally, "personal information" is information that can be used to identify you. Most of the personal information we receive relates to your participation in the compensation and benefits programs offered by your employer. There are several ways that we could receive personal information:

- * You might provide the information directly as a benefit plan participant by methods such as visiting our websites, telephoning our call center, or sending mail to our offices.
- * Your employer might provide the information to us.

The types of personal information we receive may include:

- * *Contact information,* such as name, address, phone number, and email address
- * *Other personal information,* such as a government-assigned identifier (for example, Social Security Number, Individual Tax Identification Number), date of birth, gender, and marital status
- * *Employment information,* such as date of hire, employment status, pay history, tax withholding information, leave information, and date of termination
- * *Retirement program participation information,* such as benefit elections, beneficiary information, and date of retirement

Alight Solutions's Commitment to Protecting Personal Information
We understand the responsibility that comes with being trusted with your personal information. We’ve implemented various security measures to protect the confidentiality of all the personal information we process, in both electronic and paper formats. We have policies, procedures, and controls to reduce the risk of unauthorized or accidental use, disclosure, or destruction of your personal information, and we train our employees on data security. Only employees who have a job-related need to access your personal information are authorized to do so. In addition to these employees, Alight Solutions limits access of your personal information to your employer, authorized service providers, or others as required by law. We also require that our service providers enter into confidentiality agreements intended to protect your personal information.

Our commitment to protecting personally identifiable information also means that:

- * We will not sell or lease your personal information to any third party.
- * We will not use, transfer, or disclose your personal information to anyone outside of Alight Solutions, unless authorized by you or your employer, except in connection with your employer's plans and programs, as required by law or legal process, in response to law enforcement requests, and as necessary to protect the property, interests, and rights of Alight Solutions and/or your employer.
- * If we process your personal information, we will comply with the applicable requirements of a relevant data protection law [for example, Privacy and Security Rules, and the personal information of Canadian citizens will be processed consistent with the requirements of the Personal Information Protection and Electronic Documents Act (PIPEDA)].
- * If your personal information is transmitted, used, stored, or otherwise processed outside of your country, Alight Solutions will ensure that your personal information will be protected consistent with the data protection laws applicable to your personal information at the time of collection. Such protection shall include, as required, the signing of data transfer agreements.

Access and Corrections
Alight Solutions is committed to respecting your rights to access your personal information. In many cases, you can access and update your personal information via this website or by telephoning our call center.

Alight Solutions is also committed to maintaining the accuracy of your personal information. In most cases, we rely on you and your employer to keep your personal information updated.

Cookies and Other Technology
* *Cookies* – Alight Solutions collects information during your visit to an Alight Solutions website through the use of cookie technology. By using this website, you agree that Alight Solutions can place cookies on your device as described below and in our Cookie Notice.

A cookie is a piece of programming information contained in a very small text file that's placed in your Internet browser or elsewhere on your hard drive. You can control acceptance of cookies by modifying your Internet browser preferences. You have the ability to accept all cookies, to be notified when a cookie is set, or to reject all cookies. If you choose to block all cookies (including essential cookies), you may not be able to access all or part of our website and may be unable to use those services or engage in activities that require the placement of cookies.

Alight Solutions uses cookies to distinguish you from other users of our website, provide you with a positive experience when you browse our websites, and to refine our content and personalize your experience. The use of this technology also helps Alight Solutions compile aggregate statistics about usage of our websites. This information is not shared with any other party for any commercial purposes. For more detailed information about cookies, review our Cookie Notice or go to www.allaboutcookies.org (a third-party website).

* *Web Beacons* – On some occasions, Alight Solutions may use tracking technologies such as web beacons to collect information about your visits to Alight Solutions websites. These are small electronic images embedded in web content or email messages and are ordinarily not visible to users. Web beacons enable Alight Solutions to track pages and content accessed and viewed by users only on Alight Solutions websites. The use of this technology helps Alight Solutions provide you with a positive experience when you browse our websites, and it also helps refine our content and personalize your experience.

* *Website Logging* – Alight Solutions may also log information related to your website visit or mobile site visit.

This information can include:

- The address (or "URL") of the web pages you visit
- The browser you used to view our website
- Your Internet provider (IP) address
- The type of computer or device you used to view our website
- Any clicks on a "Like" button
- Statistics on page views

* *Single Sign-On* – While visiting an Alight Solutions website, you may link to web pages and websites of National Football League, Alight, or its subsidiaries and affiliates in various jurisdictions that have their own specific privacy policies. The provisions of each specific privacy policy will prevail. Alight Solutions may also provide a link to a website that is external to Alight Solutions and therefore not operated or controlled by Alight Solutions. Alight Solutions is not responsible for the privacy practices or the content of such external websites, or the cookies that those websites deposit.

Notification of Updates
Please be aware that we may periodically update or revise this Privacy Statement and we reserve the right to change our privacy practices, procedures and terms.

If the changes are not material or do not affect previously provided information, we will simply post the revised Privacy Statement on our websites. If the changes are material in the way we treat your personal information, we will provide notice on this website before we make such a change. We encourage you to periodically review our Privacy Statement so that you will always know how we protect your personal information.

Contact Information
If you have any questions or concerns about Alight Solutions's use of your personal information or about this Privacy Statement, you can contact mcmaster@alight.com.

Children

This site is not intended for children. We do not market any products or services to children under the age of 13. If we become aware that information is or has been submitted by or collected from a child under the age of 13, we will delete this information from our files within the time required by law.