

ALVAREZ & MARSAL

Recruitment Privacy Notice Supplement (United States)

Effective Date: January 1, 2026

This **Recruitment Privacy Notice Supplement (United States)** ("US Recruitment Privacy Supplement") is provided to you by Alvarez & Marsal Holdings, LLC ("Holdings") on behalf of itself and its subsidiaries, and any other professional services companies operating under the Alvarez & Marsal (or A&M) brand, that are located in the United States (together, "A&M", "we", "our", "us").

This US Recruitment Privacy Supplement constitutes a Local Privacy Supplement as referred to in A&M's [Global Recruitment Privacy Notice](#). It provides additional information to, and must be read in conjunction with, our Global Recruitment Privacy Notice. In the event of any conflict between this US Recruitment Privacy Supplement and A&M's Global Recruitment Privacy Notice, this US Recruitment Privacy Supplement will prevail.

This US Recruitment Privacy Supplement provides additional information regarding the following sections of the Global Recruitment Privacy Notice:

- 1) [The categories of personal information we collect.](#)
- 2) [Our use of personal information.](#)
- 3) [Retention of personal information.](#)
- 4) [How to contact us.](#)

"**Applicable Data Protection Laws**" specifically means all federal, state and local laws, rules and regulations of the United States applicable to the processing of personal information.

This US Recruitment Privacy Supplement does not constitute or form any part of an employment, directorship, ownership, partnership, independent contractor or any other type of agreement with us or confer any contractual right on you or place any contractual obligations on us. If you become an employee, officer, partner, independent contractor, or any other category of worker, you will be provided with our Global Workplace Privacy Notice and US Workplace Privacy Supplement, which supersedes this notice.

Special Notice to California Residents

If you are a resident of the State of California, please refer to our [California Recruitment Privacy Notice](#) ("CCPA Notice") for additional information about our privacy practices and your rights regarding our collection, use and disclosure of your personal information.

1. Categories of Personal Information We Collect

"**Personal information**" has the same meaning as in the [Global Recruitment Privacy Notice](#), but **excludes** the following types of information:

- **Deidentified data** – data that cannot reasonably be used to infer information about, or otherwise be linked to a specific individual.
- **Aggregated data** – information that relates to a group or category of individuals, from which individual identities have been removed, and that is not linked or reasonably linkable to any specific individual. It typically represents combined or statistical information (e.g., averages, totals) derived from multiple individuals, such that no single individual can be identified from the dataset.

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2. Use of Personal Information

Depending on your U.S. state of residence, you can opt out of our use of AI-assisted tools in connection with your application (these tools are described in our [Global Recruitment Privacy Notice](#)) by submitting a request using our webform or following the instructions in [Section 4](#) below.

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3. Retention of Personal Information

We retain your personal information for as long as reasonably necessary to fulfill the purposes for which it was collected.

If you join the A&M Talent Network without applying for a specific position, we will retain your data for 36 months, after which we will send you a notice requesting that you opt-in for another 36 months. If you do not opt-in within 30 days of this notice, we will automatically delete your data without any further action on your part. If you opt-in, we will continue to send this notice to you bi-annually except where you otherwise request that we delete your data.

If you apply for a position or we are otherwise considering you for a role, we will retain your personal information for the duration we are considering your application or candidacy. If your application or candidacy is successful, we will retain and use your personal information in accordance with our Global Workplace Privacy Notice and any additional privacy notices and policies that we provide to you.

If your application or candidacy is unsuccessful for any reason, we will retain your personal information as follows: (i) recruiting / talent acquisition for so long as your personal information remains relevant for this purpose (including maintaining a record of recruitment decisions; and maintaining a pool of qualified candidates and contacting you about future opportunities (via email, SMS or through social media platforms, e.g., LinkedIn), provided you may request deletion from our candidate pool at any time by contacting us as specified in [Section 8](#) below); (ii) establishment, exercise, or defense of legal claims (including for the duration of any applicable statutes of limitations); (iii) any mandatory periods specified by Applicable Laws (including but not limited to labor and employment laws); and (iv) any other lawful purpose reasonably related to your role as a job applicant to A&M. Following these retention periods, we will delete your personal information in accordance with our deletion policies and procedures, including electronic overwriting or cryptographic erasure, and/or destruction of physical storage media.

If your data is only useful for a short period (for example, CCTV footage data) we will delete it.

Under some circumstances we may anonymize your personal information so that it can no longer be associated with you. We reserve the right to use such anonymized and de-identified data for any legitimate business purpose without further notice to you or your consent.

4. Contact Us

To exercise your rights, or to submit any request or complaint regarding our processing of your personal information, please contact us at:

Talent Acquisition	talentacquisition@alvarezandmarsal.com
Webform	Available through A&M's Website Privacy Notice ("Individual Rights") (here).

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