

Ceridian Law Enforcement Information Request Report

Reporting Period: July 1 – December 31, 2021

Introduction

Ceridian HCM Holding, Inc. and its affiliates are committed to protecting the personal information we process on behalf of our customers.

This Ceridian Law Enforcement Information Request Report explains how many requests Ceridian has received for customer information over the relevant reporting period specified above. Ceridian does **not** voluntarily provide any customer information – that is personal information relating to customers' employees (past and present) or job applicants in connection with Ceridian's services – to any law enforcement, in the United States and elsewhere.

Where requested to disclose customer information to law enforcement, Ceridian will first attempt to have law enforcement direct their requests directly to customers. If law enforcement refuses, Ceridian will notify customers if their data is being sought, to the extent permitted by law. If Ceridian is prohibited by law from notifying its customers, we use our best efforts to obtain a waiver of the prohibition so that we can communicate as much information as possible, as soon as possible, to our customers.

Ceridian only discloses customer information if it is compelled to do so by a legally valid and binding order, and pursuant to the following process:

- Every request received is carefully analyzed by Ceridian's Legal Department to ensure the requesting authority is lawfully entitled to obtain the information.
- If there are reasonable grounds to challenge the request for information, Ceridian does so. While challenging the request, Ceridian seeks interim measures to suspend the effects of the request until the challenge is dealt with by the competent judicial authority on its merits.
- If Ceridian is required to disclose information, it will only provide the minimum amount of information permissible when responding to the request.

Requests for Production of Information from Law Enforcement

As part of our commitment to protect customer information, we provide as much transparency as possible about requests we receive from law enforcement for production of this data. The most common request we typically receive from law enforcement is a subpoena involving employment data of US residents related to fraud or tax related criminal investigations by the FBI and/or the IRS.

Pursuant to national security requests

This refers to a request from a government authority that includes National Security Letters (NSLs), court orders issued under the Foreign Intelligence Surveillance Act (FISA), and the equivalent in non-US countries.

Country	Requests Received		Type of Data Requested	Challenges to Requests		Some Data Disclosed
	In Progress	Complete		Requests Challenged	Outcome of Challenge(s)	
All Countries	0	0	N/A	0	N/A	0

Pursuant to criminal subpoenas

This refers to a valid and binding legal demand for information issued by a government authority.

Country	Requests Received		Type of Data Requested	Challenges to Requests		Some Data Disclosed
	In Progress	Complete		Requests Challenged	Outcome of Challenge(s)	
All Countries	0	0	N/A	0	N/A	0

Pursuant to search warrants

This refers to warrants issued by courts that permit law enforcement to search for evidence of a crime upon showing of probable cause.

Country	Requests Received		Type of Data Requested	Challenges to Requests		Some Data Disclosed
	In Progress	Complete		Requests Challenged	Outcome of Challenge(s)	
All Countries	0	0	N/A	0	N/A	0

If you have any questions regarding this report, please contact your Customer Relationship Executive.