

MeaningSphere Consumer Health Data Privacy Notice

Effective Date: October 15, 2025

This Consumer Health Data Privacy Notice (“Notice”) provides additional information regarding the consumer health data (defined below) that MeaningSphere, LLC (“**MeaningSphere**,” “**we**,” “**us**,” or “**our**”) collects, how we use it, what sources it is derived from, and to whom we disclose it. This Notice applies to Connecticut, Nevada, and Washington residents about whom we collect consumer health data, and is intended to provide notices in compliance with the Connecticut Data Privacy Act (“**CTDPA**”), Nevada SB 370, and Washington’s My Health, My Data Act (“**MHMD**”).

We encourage you to review our [Privacy Policy](#) to learn more about our privacy practices and our commitments to you. Any capitalized terms in our Privacy Policy have the same meaning in this Notice.

This Notice applies to information we collect from individuals in Connecticut, Nevada, and Washington, our website, including www.meaningsphere.com and all related websites, apps, and services (our “**Sites**”), as well as other online or offline channels, in the course of providing our workplace fulfillment services and any related or other products and services (collectively, our “**Services**”).

This Notice does not apply to information we collect from individuals in a business-to-business or employment context, or data that is already subject to certain federal and state regulations.

This Notice also does not apply to third-party websites, applications products, services, or other properties, if they may link to our Services or our Services may link to them. We recommend you review the privacy practices of those third parties before connecting with and/or accessing third party offerings and sharing any personal data.

Please note that we are providing these disclosures in the interest of transparency. Such disclosures are not intended to waive any exemptions under applicable law.

1. Consumer Health Data We Collect

For purposes of this Notice, personal data means information that identifies or is reasonably capable of being associated or linked, directly or indirectly, with an individual in Connecticut, Nevada, and Washington. Personal data does not include de-identified data or publicly available information.

“Consumer health data” means personal data that is linked or reasonably linkable to an individual and that identifies the individual’s past, present, or future health status or mental health status, as may be applicable.

We may collect or have collected the following categories of consumer health data about you:

- Your responses to our Meaningful Work Inventory, MeaningSphere Mirror™, or similar surveys or platform offerings about how you feel about your worklife experience. This may include, for example, individual health conditions, treatments, diagnoses; and social, psychological, behavioral, and medical interventions.
- Any information that we or our service providers process to associate or identify you with the above information or any other information relating to physical or mental health treatments, conditions, or status that may be derived from non-health information (such as inferred data).

2. Categories of Sources of Consumer Health Data

We may collect consumer health data from the following categories of sources:

- Directly from you through your interactions with us, such as when you use the Services, complete electronic forms, or otherwise communicate with us, including by phone, text, or email.

We generally use third-party cookies and analytics services for tracking activity on and gauging the effectiveness of our websites as described in this Privacy Notice. To the extent that we use these cookies and services in a manner that may constitute selling or sharing data collected through these technologies with third parties for advertising purposes, our websites implement measures to help ensure that we do not use third-party cookies for individuals accessing our services from Connecticut, Nevada, or Washington.

3. How We Use Consumer Health Data

We use the consumer health data we collect about you to provide customer service; provide, maintain, improve, personalize, and expand our Services; internal business purposes, including general business administration; perform research and development; market our products and Services; for purposes disclosed at the time you provide your information or for any other legal purpose not inconsistent with this Privacy Notice; and for any purpose consistent with your consent and expressed preferences.

4. To Whom We Disclose Consumer Health Data

We will only disclose consumer health data with your consent. Under certain circumstances, we may be required to disclose your consumer health data if required to do so by law, in response to valid requests by public authorities, in response to a threat of harm involving an individual's health or safety. Additionally, subject to applicable law, we may disclose consumer health data in the event of a merger, acquisition, bankruptcy, or other sale or transfer of all or a portion of our assets.

Our websites implement measures to help ensure that we do not share the consumer health data relating to individuals accessing our Services from Connecticut, Nevada, or Washington with third-party platform providers who assist us in serving advertising.

5. Consumer Health Data Privacy Rights

a. Your Privacy Rights

Connecticut residents have the following rights in relation to your consumer health data, subject to certain exceptions:

- **Right to know and access.** You have the right to know what consumer health data we process, as the term is defined under the CTDPA. You may ask us to provide you a portable copy of this information up to two times in a rolling twelve-month period.
- **Right to delete.** You have the right to request under certain circumstances that we, as well as our service providers and contractors, delete the consumer health data that we collect about you.
- **Right to correct inaccurate consumer health data.** You have the right to request the correction of inaccurate consumer health data.
- **Right to opt out.** You have the right to opt out of targeted advertising, our sale of your personal data, and profiling decisions that could produce legal or similarly significant effects.

- **Rights concerning sensitive personal data.** We cannot process your consumer health data, or use your consumer health data for certain purposes without your affirmative consent.
- **Right to non-discrimination.** You have the right not to receive discriminatory treatment for the exercise of the privacy rights described above.

Nevada and Washington residents may have the following rights in relation to your consumer health data, subject to certain exceptions:

- **Right to know.** You have the right to know what consumer health data we collect, share, or sell, as those terms are defined under applicable law. You also have the right to obtain a list of all third parties and affiliates with whom we have shared or sold your consumer health data, and an active email address or other mechanism that you may use to contact these third parties. If you are a Washington resident or otherwise protected by Washington law, you also have the right to access your consumer health data that we collect, share, or sell.
- **Right to withdraw consent.** You have the right to withdraw consent from the collection and the sharing of your consumer health data.
- **Right to delete.** You have the right to request that we, as well as our service providers and contractors, delete the consumer health data that we collect about you.
- **Right to non-discrimination.** You have the right not to receive discriminatory treatment for the exercise of the privacy rights described above.

b. Exercising Your Rights

If you wish to exercise any of the rights listed above, please send your request(s) using one of the following methods:

- **Email us** at dataprivacy@meaningsphere.com
- **Write to us** at MeaningSphere, LLC 100 Witmer Rd., Suite 350 Horsham, PA, 19044-2369.

c. How to appeal decisions about your rights.

Residents of Connecticut, Nevada, and Washington can appeal decisions about privacy rights requests as follows:

- **Connecticut.** If you are a Connecticut resident and want to appeal our decision regarding a request that you have made, please [Contact Us](#). Within sixty (60) days of receipt of an appeal, we will inform you in writing of any action taken or not taken, including an explanation of our reasons in reaching the decision. If the appeal is denied, you may contact Connecticut's Office of the Attorney General by phone at (860) 808-5420 or by submitting a form [here](#).
- **Nevada.** If you are a Nevada resident and want to appeal our decision regarding a request that you have made, please [Contact Us](#). Within forty-five (45) days of receipt of an appeal, we will inform you in writing of any action taken or not taken, including an explanation of our reasons in reaching the decision. If your appeal is not successful, you may submit a complaint with the Nevada Attorney General [here](#).
- **Washington.** If you are a Washington resident or located in Washington and want to appeal our decision regarding a request that you have made, please [Contact Us](#).

Within forty-five (45) days of receipt of an appeal, we will inform you in writing of any action taken or not taken, including an explanation of our reasons in reaching the decision. If the appeal is denied, you may contact Washington's Office of the Attorney General by phone at (800) 551-4636 or by submitting a complaint [here](#).

We do not charge a fee to process or respond to your verifiable consumer request unless it is excessive, repetitive, manifestly unfounded, or in accordance with applicable law. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

We will respond to your authenticated request within forty-five (45) days after receipt and we reserve the right to extend the response time by an additional forty-five (45) days when reasonably necessary and provided consumer notification of the extension is made within the first forty-five (45) days. If you are a Nevada resident, we will respond to authenticated deletion requests within thirty (30) days.

We cannot respond to your request or provide you with consumer health data if we cannot verify or authenticate your identity or authority to make the request and confirm that the consumer health data relates to you. If you are a Connecticut resident, you may designate an authorized agent to submit a request on your behalf, and if so, we may require proof of the agent's authorization by you and/or verification of the agent's own identity. We will only use consumer health data provided in a verifiable or authenticated consumer request to verify your (or your authorized agent's as applicable) identity or authority to make the request.

If we have inadvertently collected information on your minor child, you may exercise the above rights on behalf of your minor child.

If you are a visually impaired customer, a customer who has another disability or a customer who seeks support in other language, you may access your privacy rights by emailing us at dataprivacy@meaningsphere.com.

6. Changes to This Notice

We may update this Notice from time to time. We will notify you of any changes by posting the new Notice on this page. We will also let you know via email and/or a prominent notice on our Sites, prior to the change becoming effective and update "effective date" at the top of this Notice. We recommend reviewing this Notice periodically for any changes. Changes to this Notice are effective when they are posted on this page.

7. Contact Us

If you have any questions or concerns about this Notice or our privacy practices, please email us at dataprivacy@meaningsphere.com or write to us at MeaningSphere, LLC 100 Witmer Rd., Suite 350 Horsham, PA, 19044-2369.