



ExemplaryIT

This Website Privacy Policy describes how Exemplary IT Solutions, LLC., uses and discloses the information collected about you when you visit this website (the “Website”), when you use the site “Website” of ours, and when you communicate with us. We use the terms “Exemplary IT Solutions,” “we”, “our”, and “us” to refer to Exemplary IT Solutions, LLC. and our affiliates.

Scope of this policy

Exemplary IT Solutions is a technology company that provides cutting-edge talent, services and training resources to its clients. This privacy policy does not describe our processing regarding the personal information we process as a service provider to our customers. If you believe that Exemplary IT Solutions is processing your personal information on behalf of one of our customers, you should direct any requests related to such personal information to that customer.

What Personal Information do we collect?

We collect and process your personal information in order to provide you with an optimal experience possible when you interact with us. We collect personal information when you fill out forms (e.g. the “Contact Us” form), automatically through the use of cookies and similar technologies, and from third parties. We also collect information in a form that cannot reasonably be linked back to you.

Information you provide to us

You may choose to share information with us when you interact with our Website, become a customer of ours, When doing so, we may collect the following:

- ★ Your name, phone number, email address, company email address, company name, job title, and messages you send us (which are associated with your contact information).
- ★ If you email us through at one of the email addresses posted on our Website, we may collect and retain personal information contained within your email communications.
- ★ Personal information associated with your interactions with us or our partners about Exemplary IT Solutions.
- ★ When you create an account, we collect passwords and contact information.
- ★ Your contact and marketing preferences.



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There may be some circumstances where we collect personal information from you in-person. For example, if we meet you at a conference, vendor exhibition, privacy event, or similar business events, we may collect your contact information to follow up with you about our services.

Information we collect automatically

Unless you have opted-out or have otherwise refused to provide consent, the following is data that we collect from automatically:

- ★ **Browser data** This is technical information about the browser you are using that is captured in order to properly format our Website for your browser.
- ★ **Device data** This is technical information about the device you use to access our Website such as your device's IP address and operating system. If you are using a mobile device, your device type, and mobile device's unique advertising identifier (such as the Apple IDFA or Android Advertising ID) and any other unique identifier that may be assigned to the mobile device.
- ★ **Location data** This is non-precise information related to your general location derived from your device's IP address. This does not reveal your precise location (i.e. your GPS latitude and longitude).
- ★ **Website activity data** This is data about your browsing activity on our Website. For example, which pages you visited and when, how much time was spent on a page, what items were clicked on a page, whether you downloaded a document.

We also automatically collect and allow certain of our partners and service providers to automatically collect personal data from you when you visit the Website. This is done using various technologies including cookies and pixels, and the personal information is related to your interactions with our Website. Our partners and service providers also may collect personal data, may sync with additional third parties, and may allow third parties with whom they partner to set cookies on the Website. Please note, Exemplary IT Solutions does not control these partners or third parties. You should refer to the privacy statements of such parties to find out what personal data they collect, how they use cookies and how they interact with other third parties.



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Information we collect from others

We sometimes collect personal information from third parties who help us with our business and commercial needs. This may include the following:

- ★ **Affiliates** We collect and share personal information among the entities or operating groups operating under the Exemplary IT Solutions umbrella (Exemplary IT Solutions, Truyo, Byndr, and Learn with Exemplary IT Solutions). We share information as a normal part of conducting business and offering services to our customers.
- ★ **Service providers and suppliers** We may receive Contact Information or other personal information from our vendors or agents working on our behalf for the purposes described in this Policy.
- ★ **Business partners** We receive personal information from other companies with which we work together to offer services to our customers, or to reach potential customers with our marketing messages. This includes our advertising and analytics providers and our partners with which we offer co-branded services or engage in joint marketing activities.
- ★ **Social media platforms** If you connect with us or one of our representatives on social media, we may collect your personal information that is publicly available or that you have made publicly available and any information the platform makes available.
- ★ **Legal authority** Including law enforcement agencies, courts, regulatory agencies, and data protection authorities.
- ★ **Parties to corporate transactions** We may receive personal information as part of a corporate transaction or proceeding such as a merger, financing, acquisition, bankruptcy, dissolution, or at transfer, divestiture, or sale of all or a portion of business or assets.

How do we use the personal information we collect?

As part of operating our business, we undertake a multitude of operations which require the processing of personal information. We collect, combine, and analyze the personal information we collect to:

- ★ fulfill your requests for information;
- ★ facilitating purchase transactions for services;
- ★ providing top-level customer support;
- ★ engaging in quality control in order to improve our offerings to you;



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- ★ conduct marketing and promotions;
- ★ engage in content based or interest-based advertising,
- ★ ensuring the safety and security of our employees and visitors to our online properties;
- ★ to prevent, detect, and investigate fraud, cyber incidents, or illegal activity;
- ★ communicating with you and others in relation to your use of our services, including providing policy updates;
- ★ administering our record-keeping for legal, tax, and operational purposes;
- ★ exploring new and unique ways to provide services;

Our commercial purposes are to advance our commercial interests, including for advertising and marketing. We keep your personal information in identifiable form for as long as is reasonably necessary to fulfill the purposes for which we collected it and to comply with our legal obligations. This generally means holding your personal information for as long as one of the following apply:

- ★ your personal information is reasonably required in order to provide the services you have requested to you;
- ★ your personal information is reasonably required in order to protect and defend our rights or property (this will generally be the length of the relevant legal limitation period); or
- ★ we are otherwise required to keep your personal information by applicable laws or regulations.

Data aggregation and de-identification

We or third parties we permit may aggregate and de-identify data it collects so that it can either no longer be directly associated with a natural person or cannot be associated with a natural person at all. We may then use such data for its business purposes including the provision of interest-based advertising and reporting. We may share aggregated and de-identified data with our affiliates and third parties, including with our advertising partners.

Sharing of your personal information.

We may disclose information about you:

- ★ With our service providers We contract with companies who provide services to us to support our business operations including advertising networks, data analytics providers, operating systems and platforms, government entities, social



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networks, as well as billing, collections, tech, customer and operational support providers.

- ★ Authorized disclosures We share your personal information with companies or other organizations where you have asked us to or agreed that we may share your personal information with them;
- ★ Our sales partners Our resellers and referral partners may receive information in order to facilitate a sales transaction (we consider this a business-to-business transaction).
- ★ Our professional advisors.
- ★ Legal authorities Any law enforcement agency, court, regulator, government authority or other third party where we believe this is necessary to comply with a legal or regulatory obligation, or otherwise to protect our rights, the rights of any third party or individuals' personal safety, or to detect, prevent, or otherwise address fraud, security or safety issues; or
- ★ Successors Any third party that purchases, or to which we transfer, all or substantially all of our assets and business. Should such a sale or transfer occur, we will use reasonable efforts to try to ensure that the entity to which we transfer your personal information uses it in a manner that is consistent with this Policy.

We may disclose personal information in the following circumstances: (1) to comply with an applicable federal, state, or local law; (2) to comply with a civil, criminal, or regulatory inquiry, investigation, subpoena, or summons by federal, state, or local authorities; (3) to cooperate with law enforcement agencies concerning conduct or activity that we reasonably and in good faith believes may violate federal, state, or local law; (4) to exercise and defend legal claims; (5) when such disclosure is pursuant necessary to protect the rights and freedoms of other individuals; (6) as part of a merger, acquisition, bankruptcy, or other transaction in which the third party assumes control of all or part of our business; and (7) in any other manner permitted by law, including engaging in protected speech.

Links

Links to web sites that are not operated by or for us ("Third-Party Sites") are provided solely as a convenience to you. If you use these links, you will leave our website. This Policy does not apply to Third-Party Sites. We have not reviewed the Third-Party sites, do not control and are not responsible for any of their content or their privacy policies, if any. We do not endorse or make any representations about them, or any information, software or other Services or materials found there, or any results that may be obtained



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from using them. If you decide to access any of the Third-Party Sites listed on or linked to from our website, you should understand that you do so at your own risk.