

Consolidated Data Services

Privacy Policy

At Consolidated Data Services (CDS), your privacy is very important to us. We have therefore created this Privacy Policy in order to demonstrate our firm commitment to your privacy. This Privacy Policy discloses our practices regarding information collection and use solely for the web site located at <https://www.teamcnds.com> (the “Web site”).

By using or accessing the Web site, you signify your agreement to be bound by our Privacy Policy. IF YOU DO NOT AGREE TO THIS PRIVACY POLICY YOU MAY NOT ACCESS OR OTHERWISE USE THE WEB SITE.

PERSONALLY IDENTIFIABLE INFORMATION THAT WE COLLECT:

We do not collect personally identifiable information from you on the Web site unless you voluntarily provide it to us, such as by contacting us for more information, inquiring about a job or otherwise choosing to share your personally identifiable information with us. The personally identifiable information which you may provide to us could include your name and email address as well as other personal information.

NON-PERSONAL OR AGGREGATE INFORMATION THAT WE COLLECT:

When you access our Web site, we may automatically collect non-personally identifiable information from you, such as IP host address, web pages viewed, browser type, referring web site, usage and browsing habits on the Web site and similar data. We may also aggregate demographic information collected from our users (such as the number of female users or the number of users in a particular State) in a manner which does not identify any one individual.

INFORMATION USAGE:

We will only use your personally identifiable information as described below, unless you have specifically consented to another type of use, either at the time the personally identifiable information is collected from you or through some other form of consent from you or notification to you:

- We may transfer the personal information we collect about you to recipients in countries other than the country in which the information originally was collected. Those countries may not have the same data protection laws as the country in which you initially provided the information. When we transfer your information to recipients in other countries (such as the U.S.), we will protect that information as described herein.
- If you are located in the European Economic Area (“EEA”), we will comply with applicable legal requirements providing adequate protection for the transfer of personal information to recipients in countries outside of the EEA. With respect to transfers of personal information to the U.S., CDS is certified under the EU-U.S. Privacy Shield framework developed by the



U.S. Department of Commerce and the European Commission regarding the transfer of personal information from the EEA to the U.S. Click here to [view](#) our EU-U.S. Privacy Shield Privacy Policy.

- If you click on a link to send us an email, we may use your personally identifiable information to respond to your inquires or to send you emails from time to time.
- In the course of performing services for us some vendors or contractors may need access to personal information. This access may be granted for the performance of contracted services.
- We may disclose personally identifiable information as required by law or legal process.
- We may disclose personally identifiable information to investigate suspected fraud, harassment or other violations of any law, rule or regulation, or the terms or policies for the Web site.
- We may transfer your personally identifiable information in connection with the sale or merger of CDS or the division responsible for the services with which your personally identifiable information is associated.
- We may share your personally identifiable information if necessary to respond to your specific requests.
- Non-personal or aggregate information may be shared with any number of parties, provided that such information shall not specifically identify you.

COOKIES:

“Cookies” are pieces of information that may be placed on your computer by a web site for the purpose of facilitating and enhancing your communication and interaction with that web site. Many web sites use cookies for these purposes. We may use cookies (and similar items such as clear gifs, web beacons, tags, etc...) to customize your visit to the Web site and for other purposes to make your visit more convenient or to enable us to enhance our service You may stop or restrict the placement of cookies on your computer or flush them from your browser by adjusting your web browser preferences, in which case you may still use our Web site, but it may interfere with some of its functionality. Cookies and similar items are not used by us to automatically retrieve personally identifiable information from your computer without your knowledge.

SECURITY:

The security of your personally identifiable information is very important to us. We attempt to provide for the secure transmission of your information from your computer to our servers by utilizing encryption software. However, due to the inherent open nature of the Internet, we cannot guarantee that communications between you and CDS or information stored on the Web site or our servers, will be free from unauthorized access by third parties such as hackers and your use of the Web site demonstrates your understanding of this risk. We have put in place reasonable physical, electronic, and managerial procedures to safeguard the information we collect. Only those employees who need access to your information in order to perform their duties are authorized to have access to your personally identifiable information.



OTHER WEB SITES:

As a convenience to you, we may provide links to third-party web sites from within the Web site. We are not responsible for the privacy practices or content of these third-party sites. When you link away from our Web site, you do so at your own risk.

COMMUNICATIONS WITH CDS:

By providing your email address to us, you expressly consent to receive emails from us. We may use email to communicate with you, to send information that you have requested or to send information about other services provided by us, provided that, we will not give your email address to another party to promote their products or services directly to you without your consent or as set forth in this Privacy Policy.

While it is our policy not to accept unsolicited marketing ideas, you expressly agree that we are free to use any ideas, concepts, know-how, or techniques contained in any communication you send to us without compensation and for any purpose whatsoever, including but not limited to, developing, manufacturing and marketing products and services using such information.

CHANGES TO PRIVACY POLICY:

We reserve the right, at our discretion, to change, modify, add, or remove portions from this policy at any time. However, if at any time in the future we plan to use personally identifiable information in a way that materially differs from this Privacy Policy, we will post such changes here and provide you the opportunity to opt-out of such differing uses. Your continued use of the Web site following the posting of any changes to this Privacy Policy means you accept such changes.

OPT-OUT PROCESS:

To opt-out of any future messages from us, you should send an unsubscribe request to us at webcontact@teamcnds.com.

We will process your request within a reasonable time after receipt. However, we are not responsible for removing your personally identifiable information from the lists of any third party who has previously been provided your information in accordance with this Privacy Policy or your consent.

UNITED STATES OF AMERICA:

Our Web site is maintained in the United States of America. By using the Web site, you freely and specifically give us your consent to export your personally identifiable information to the USA and to store and use it in the USA as specified in this policy.

CONTACT:

For questions or concerns relating to privacy, we can be contacted at: privacy@teamcnds.com

Effective Date:

This Privacy Policy was last updated on September 27, 2016.