

# Privacy Policy

## Overview

Personnel Decisions Research Institutes, LLC (“**PDRI**”, “**we**” or “**us**”) presents this site (the “**Site**”) to provide information about PDRI products and services (the “**Services**”). It serves as a front door to many of our Services and allows you, the user, to connect with us in a variety of ways.

This privacy policy (this “**Privacy Policy**”) provides an overview of our commitment to privacy and describes how we collect, protect, use and share personal information collected through this Site. Please note that other PDRI websites and online products and services may have their own separate privacy policies.

## Collection and Use of Information

To conduct business and deliver products and services, PDRI collects and uses personal information in a variety of contexts, including:

### Products and Services

Our online products and services may post specific privacy policies. We collect personal information for the purpose of providing our Services. The privacy policy applicable to a product or service may be posted on the website or other materials associated with that product or service. Any product or service that does not include its own privacy policy will inherit this Privacy Policy.

### Questions and Inquiries

For inquiries and questions, we collect the inquiry or question, together with name, contact details (title, company, email address, and phone number) and any other additional information voluntarily submitted to us through a “Contact Us” form (or similar method of communication) or via email. We use such information to address the inquiry and respond to the question.

### Assessments

PDRI’s assessments are used to collect information about candidates and determine a candidate’s knowledge, skills, abilities, personality traits in a variety of areas. The information captured throughout an assessment (e.g., responses to questions) is used for the purpose of that assessment (e.g., making hiring decisions) or to improve the quality of the Services.

### Interviews

PDRI’s interviews may record audio and video, a transcription of the audio, chat messages, interviewer ratings and notes, as well as details on internet connection strength, and various events throughout the interview, including when participants join or leave the interview. The information captured throughout an interview is used for the purpose of that interview (e.g., making hiring decisions) or to improve the quality of the Services.

## **Surveys**

PDRI may offer opportunities to provide feedback or participate in surveys, including surveys evaluating PDRI products, services or sites. Participation is frequently voluntary. PDRI collects information requested in the survey questions and uses the information to evaluate, support, maintain and improve products, services or sites, develop new products and services, conduct educational research and for other purposes specified in the survey.

## **Employment**

We collect personal information from individuals seeking employment. We use personal information submitted through our online employment application portals to evaluate applications for employment.

## **Contractors and Authors**

We collect personal information from individuals, including those who are our contractors and authors, for purposes of our contractual relationship and agreement with such individuals. This information may include name, contact information, contractual details, banking information required to submit payment, and social security number or tax identification number and other information required to comply with applicable laws.

## **Small Business Interest**

We collect corporate and personal information from small businesses interested in partnering with PDRI. This information may include name, contact information, company name, company website, DUNS, tax ID, and basic corporate metrics (e.g., number of employees, gross annual income, and corporate demographics) to allow PDRI to evaluate their suitability for small business agreements.

## **Anonymized and Aggregated Data**

Anonymization is a data processing technique that modifies personal data so that it cannot be associated with a specific individual. Except as described in this section, none of the other provisions of this Privacy Policy applies to anonymized or aggregated customer data (i.e., information about individuals that we combine together so that it no longer identifies or references an individual).

PDRI may use anonymized or aggregate data for any business purpose, including to better understand user needs and behaviors, improve the Services, conduct business intelligence and marketing, detect security threats, and train our algorithms and models. PDRI or PDRI's third party advertising partners may also collect certain anonymous or aggregate information. For example, PDRI may use a user IP address to diagnose problems with PDRI's servers or software, and gather demographic information. PDRI's third party advertising partners may also provide us with aggregate, but not individual, reports that will tell us how many ads were presented and clicked upon on our Services.

## **Other Collection and Use of Information**

### **Application and System Logs**

PDRI automatically collects log data to help ensure the delivery, availability and security of this Site. Log data may include technical information about how a user or visitor connected to this Site, such as browser type, type of computer/device, operating system, internet service provider and IP address. We use this information for support purposes and to monitor the health of the Site, identify problems, improve service, detect unauthorized access and fraudulent activity, prevent and respond to security incidents and appropriately scale computing resources or to improve the quality of the Services.

### **Web Analytics**

PDRI may use third party web trend analytical services, including Google Analytics, to collect visitor information, such as IP addresses, browser types, referring pages, pages visited and time spent on a particular site. While these analytical services collect and report information on an anonymous basis, they may use cookies to gather web trend information. The information gathered may enable PDRI (but not the third party web trend services) to link information with application and system log data. PDRI uses this information for system administration and to identify problems, improve service, detect unauthorized access and fraudulent activity, prevent and respond to security incidents, appropriately scale computing resources and otherwise support and deliver the Services or to improve the quality of the Services.

### **Cookies and Related Technologies**

This Site uses cookies and similar technologies, as further explained in our [Cookies Policy](#) (the “**Cookies Policy**”). Browser controls and other tools may be used to control, block or delete cookies and these technologies. Disabling or blocking cookies and such technologies, however, may prevent or impair functionality and use of the Site.

### **Do Not Track**

Except as may otherwise described in the Cookies Policy, the Services currently does not respond to “Do Not Track” signals.

## **Security**

PDRI uses appropriate physical, administrative and technical security measures to protect personal information from unauthorized access, use and disclosure.

## **Children**

This Site is not directed to children under the age of 18, and PDRI does not knowingly collect the information of individuals under the age of 18.

## Marketing

Except as otherwise provided in privacy policies related to specific contexts, such as a product- or service-specific privacy policy that deviates from this Privacy Policy, PDRI may send or direct marketing communications to adults, provided that:

- Such marketing is consistent with applicable law and PDRI's legal obligations;
- PDRI will not knowingly direct or send marketing communications to an individual who has expressed a preference not to receive marketing; and
- Where required by applicable law, express or implied consent to marketing exists and has not been withdrawn.

PDRI may provide personal information to a third party service provider on a restricted basis to provide marketing solely on behalf of PDRI and affiliated companies or to improve the quality of the Services, but not for marketing of any third party products or services. PDRI does not permit third party ad networks or similar services to access or collect Personal Information within this Site.

## Sale of Personal Information

PDRI does not rent or sell personal information in exchange for any payment of money. While PDRI does not sell personal information, as defined in Nevada law, Nevada residents may email a request for no sale of their personally identifiable information to [support@pdri.com](mailto:support@pdri.com).

## Supplemental Privacy Statement for Certain United States Residents

Residents of California, Colorado, and Virginia should read our [Supplemental Privacy Statement](#) in conjunction with this Privacy Policy. The [Supplemental Privacy Statement](#) explains PDRI's commitment to comply with consumer privacy laws and applies to personal information collected through the Services.

## Sharing and Disclosure

In addition to as otherwise provided elsewhere herein, PDRI may disclose personal information, as follows:

- As required by law;
- With the consent of the individual (or their parent, if the individual is a minor);
- In response to a subpoena, court order or legal process, to the extent permitted or required by law;
- To protect the security and safety of individuals, data, assets and systems, consistent with applicable law;
- In connection the sale, joint venture or other transfer of some or all of its company or assets, subject to the provisions of this Privacy Policy;
- To investigate or address actual or suspected fraud or other illegal activities;
- To exercise its legal rights, including enforcement of any applicable terms of use for this Site or another contract; and

- To affiliated PDRI companies and other companies and organizations who perform work for PDRI and are obligated to protect the privacy of personal information consistent with this Privacy Policy.

## **Requests and Contact**

Please [support@pdri.com](mailto:support@pdri.com) about this Privacy Policy or if you have any requests or questions relating to the privacy of your personal information.

## **Changes to this Privacy Policy**

Users should review this Privacy Policy frequently. We may revise this Privacy Policy from time to time through an updated posting. We will identify the effective date of the revision in the posting. Often, updates are made to provide greater clarity or to comply with changes in regulatory requirements. If the updates involve material changes to the collection, protection, use or disclosure of Personal Information, PDRI will provide notice of the change through a conspicuous notice on this site or other appropriate way. Continued use of the Site after the effective date of a posted revision evidences, and shall be deemed, an acceptance of such updated Privacy Policy by the user of this Site and the Services to which it applies.

**Last Update: March 16, 2023**