



YOUR PRIVACY RIGHTS

ClearShark, LLC (“ClearShark”) is committed to protecting your privacy and ensuring you have a positive experience on our website and in using our products and services. Our personal information handling practices are described below:

Types of Data We Collect

The following provides some examples of the type of data that we collect:

Context	Types of Data and Purpose for Collection	Primary Purpose for Collection and Use of Data
Employment	If you apply for a job posting, or become an employee, we will collect personal information about you (and any covered dependents) necessary to process your application or perform our contract of employment. This may include, among other things, tax identification number and birth date. We may collect your education and employment history to evaluate you for a position or your bank or credit account information to pay or reimburse you. Employee use of company systems also may be monitored and recorded.	We use information about current employees (and any covered dependents) to provide benefits, perform our contract of employment, or the anticipation of a contract of employment with you, or to process a termination. In some contexts, we are also required by law to collect information about our employees. We also have a legitimate interest in using your information to have efficient staffing and work force operations. Customers may require certain information about employees or contractors before they access their property or systems.
Feedback/Support	If you provide us feedback or contact us for support, we will collect information you provide, such as your name and e-mail address and any other content that you send to us.	We have a legitimate interest in receiving, replying to, and acting upon, your feedback or issues.
Order Placement	We will collect your name, billing address, shipping address, e-mail address, phone number, and possibly credit card or bank account number when you place an order on behalf of your company.	We use your information to perform our contract to provide our customers with products or services.
Partner Promotion	We collect information that you provide as part of a co-branded promotion with another company.	We have a legitimate interest in fulfilling our promotions.

Web Logs	We collect information from you when you visit our website, including your browser type, operating system, Internet Protocol (IP) address (a number that is automatically assigned to your computer when you use the Internet), domain name, click-activity, referring website, and/or a date/time stamp for your visit. In addition to information stored by our servers, we may also use cookies and clear GIFs. "Cookies" are small pieces of information that a website sends to your computer's hard drive while you are viewing a web site. We may use both session cookies (which expire once you close your web browser) and persistent cookies (which stay on your device until you delete them). Among other things, cookies allow us to provide you with a more personal and interactive experience. Persistent cookies may be removed by following instructions provided by your browser. If you choose to disable cookies some areas or features of our websites may not work properly.	We have a legitimate interest in monitoring our networks and the visitors to our websites. Among other things, it helps us understand which of our products or services is the most popular.
Project-based Professional Services	We will collect information as required such as name, email addresses and phone number to fulfill project based professional services where ClearShark acts as a provider/importer of data.	We have a legitimate interest in fulfilling our services engagements.

[How We Use and Process Your Personal Data](#)

In addition to the uses described above, we use your personal information in the following ways:

- To identify you when you visit our website.
- To perform under a contract.
- To provide the products and services you request.
- To improve our services and product offerings.
- To conduct analytics.
- To respond to your inquiries related to support, employment opportunities, or other requests.
- For internal administrative purposes, as well as to manage our relationship with you.

[How We Share Your Personal Data](#)

In addition to the specific situations discussed elsewhere in this policy, we disclose personal information in the following situations:

Service Providers. We may share your personal information with service providers. Among other things service providers may help us to administer our website, administer employee payroll and benefits or assist us with other tasks necessary to perform our contract of employment, and provide technical support.

Suppliers. We may share your personal information with our suppliers.

[How we Secure Your Personal Information](#)

We are committed to protecting the personal information you share with us. We use a combination of industry-standard security technologies, procedures and organizational measures to help protect your personal information from unauthorized access, use or disclosure.

[What are Your Data Protection Rights?](#)

You can make the following choices regarding your Personal Data:

Deletion of Your Personal Data. Typically, we retain your personal information for the period necessary to fulfill the purposes outlined in this policy, unless a longer retention period is required or permitted by law. Some users may have the right to request that we delete their personal information. All deletion requests must be directed to the contact in the “How You May Contact Us Regarding Your Personal Information” section below.

Revocation of Consent or Objections. You may revoke consent to processing (where our processing is based upon consent), or object to our processing (where our processing is not based upon your consent) by contacting us. If you revoke your consent / object, we may no longer be able to provide you services. In some cases, we may limit or deny your request to revoke consent / object if the law permits or requires us to do so, or if we are unable to adequately verify your identity.

Access to Your Personal Data. If required by law, upon request, we will grant reasonable access to the personal information that we hold about a user. All requests must be directed to the contact in the “How You May Contact Us Regarding Your Personal Information”.

Changes to Your Personal Information. We rely on you to update and correct your personal information. Note that we may keep historical information in our backup files as permitted by law. All requests to correct your information must be directed to the contact in the “How You May Contact Us Regarding Your Personal Information” section below.

[How We Protect Personal Information](#)

No method of transmission over the Internet, or method of electronic storage, is fully secure. While we use reasonable efforts to protect your personal information from unauthorized access, use, or disclosure, we cannot guarantee the security of your personal information. In the event that we are required by law to inform you of any unauthorized access to your personal information we may notify you electronically, in writing, or by telephone, if permitted to do so by law.

[How we Protect Personal Information as a Provider/Importer of Data](#)

ClearShark, as a provider/importer of data, has implemented organizational and security measures in accordance with both European Data Protection and California Data Protection laws and regulations as listed below:

- Data encryption at rest
- Data encryption in transition
- Data deletion (including backups if any) at project completion
- VPN required for offsite engineers

- Back-up data as required
- Privacy breach notification

ClearShark ensures that after assessment of the requirements of the applicable data protection law, the security measures are appropriate to protect personal data against accidental or unlawful destruction or accidental loss, alteration, unauthorized disclosure or access, in particular where the processing involves the transmission of data over a network, and against all other unlawful forms of processing, and that these measures ensure a level of security appropriate to the risks presented by the processing and the nature of the data to be protected.

[Third Party Applications/Websites](#)

We have no control over the privacy practices of websites or applications that we do not own.

[Changes to This Privacy Policy](#)

We may change our privacy policy and practices over time. To the extent that our policy changes in a material way, the policy that was in place at the time that you submitted personal information to us will generally govern that information.

[How You May Contact Us Regarding Personal Information](#)

Please contact info@clearshark.com.

Your California Privacy Rights

California Civil Code 1798.115(c), 1798.130(a)(5)(c), 1798.130(c), and 1798.140 indicates that companies should disclose whether the following categories of information are collected, transferred for consideration, or transferred for an organization’s “business purpose” as that term is defined under California law (or were collected or transferred in the past 12 months). Note that while a category may be marked “YES”, that does not necessarily mean that we have information in that category about you.

Type of Personal Information	Information Collected by ClearShark?	Information transferred for business purposes?	Information transferred for valuable consideration?
Bank account number	YES	YES	NO
Characteristics of protected classifications (e.g., age, sex, race, ethnicity, physical or mental handicap, etc.)	YES	YES	NO
Commercial information (e.g., products or services purchased, or other purchasing or consuming histories or tendencies)	YES	YES	NO
Credit card number	YES	YES	NO
Debit card number	YES	YES	NO
Driver’s License Number / State ID	YES	YES	NO
Education	YES	YES	NO
Electronic network activity (e.g., browsing history)	YES	YES	NO
Email address	YES	YES	NO
Employment	YES	YES	NO
Employment history	YES	YES	NO
Geolocation data	YES	YES	NO
Health insurance information	YES	YES	NO
Identifiers (e.g., name or alias)	YES	YES	NO
Insurance Policy Number	YES	YES	NO
Medical information	YES	YES	NO
Online identifier (e.g. IP address)	YES	YES	NO
Other financial information	YES	YES	NO
Passport Number	YES	YES	NO
Physical Characteristics	YES	YES	NO
Postal address	YES	YES	NO
Signature	YES	YES	NO
Social Security Number	YES	YES	NO
Telephone Number	YES	YES	NO
Transaction information	YES	YES	NO