

PRIVACY POLICY

Fuseideas LLC

Effective Date: November 6, 2024

For a printable version of this Privacy Policy, please [click here](#).

This Privacy Policy (“**Privacy Policy**”) describes how your personal information is collected, used, and shared by Fuseideas LLC (“**Fuseideas**,” “**we**,” “**us**,” and “**our**”) when you visit websites or services controlled by Fuseideas where this Privacy Policy is posted (collectively, the “**Sites**”). We may update this Privacy Policy from time to time, as detailed below. You should not use the Sites if you have any objections to our Privacy Policy, which is binding upon all users of the Sites. If you have a question about how your personal information is being used, you can contact us through the methods provided in the “Contact Information” section at the end of this Privacy Policy.

What Do We Mean By “Personal Information” and “Personal Data”?

“Personal information” or “personal data” is information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household. Personal information that is publicly available or de-identified (stripped of all unique identifiers such that it cannot be linked to a particular individual) is not considered “personal information” for the purposes of this Privacy Policy.

Notice at Collection

We may collect or process various categories of personal information. The section titled “The Personal Information We Collect and How We Use It” contains information on the categories of personal information collected. As an overview, depending on how you interact with us, we may collect identifiers, internet or other electronic network activity information, and professional or employment related information. We collect this information to provide, maintain, and improve our Sites, and for other reasons listed below. Your personal information may be disclosed to service providers or other third parties as outlined in “How We Share Your Personal Information.” We will retain your personal information for as long as needed to fulfill the purposes for which it was collected and to comply with our legal obligations, resolve disputes, and enforce our agreements. We do not sell your personal information for monetary compensation, but we may partner with third-party advertising and analytics partners, which may be considered a “sale” of personal information under applicable laws. We do not collect sensitive personal information as defined under applicable law. If you would like to exercise your rights under applicable law, please visit the “Your State Privacy Rights” section of this Privacy Policy.

The Personal Information We Collect and How We Use It

We collect the following personal information from you:

Information You Provide to Us About Yourself

- Identifiers: When you use our Sites or otherwise interact with us, we may collect your name, email address, mailing address, IP address, and phone number. This information allows us to provide you with Sites and any services you request.
- Commercial information: We may collect records of products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
- Internet or other electronic network activity information: We may collect browsing history, search history, and information regarding a consumer's interaction with an internet website application, or advertisement.
- Professional or employment related information: We may collect your work email when you complete our "contact us" form on the Sites. We may also collect the industry you work in and anything you include in the free text question box in the "contact us" form on the Sites.

We may use personal information collected from you to provide features and services, to process your request, to contact you with information, for internal business purposes, for customer service purposes, and as otherwise described in this Privacy Policy.

Information Collected Automatically Via Online Tracking Technologies

We may use, and may allow certain third parties (including advertisers, third party ad networks, and other ad companies) to use cookies, web beacons, and other similar online tracking technologies to provide our Sites and to improve the performance of our advertising across the Internet.

- A cookie is a small text file that may be used to collect information about your activity on the Sites. For example, when someone visits a page within the Sites, a cookie is placed on the user's machine (if the user accepts cookies) or is read if the user has visited the Sites previously.
- A web beacon is an electronic image, also called a "gif," that may be in the form of a "png" image, as well as iframe, script, input link, embed, object, and other tags to track usage. These web beacons may be used on our Sites to deliver cookies, and to count visits and compile statistics on usage and effectiveness of our Sites and emails.

Cookie providers, such as advertising companies, may gather personal information about your visit to the Sites or other websites to enable them to market products or services to you, to monitor which ads have been served to your browser and which webpages you were viewing when such ads were delivered.

Depending on the particular advertising services they provide, third-party advertising companies may employ first-party cookies or third-party cookies. Unlike third-party cookies, first-party cookies are hosted on Fuseideas' servers.

The types of cookies used on our Sites can be categorized as follows:

- **Essential or Strictly Necessary Cookies** are essential to our Sites and allow you to navigate and use their features. They also help authenticate users and prevent fraudulent use of your account.
- **Performance and Analytics Cookies** are used by Fuseideas and third parties to see how you use the Sites in order to enhance their performance and develop them according to your preferences.
- **Functional Cookies** allow us to personalize and improve your experience by recording your preferences, which allows you to visit our Sites without re-entering your username and/or password.
- **Targeting or Advertising Cookies** are used by Fuseideas and third parties to improve the performance of our advertising across the Internet.

Google Analytics and Google Advertising: To help facilitate the delivery of relevant content, we use Google Analytics and Google Advertising. These services use cookies to report on user interactions on our and others' websites. We use the information collected for optimizing marketing, refining advertising, and/or programming strategies, and generally improving user experience. For more information about Google Analytics and how it collects and processes information, and for instructions on opting out of Google Analytics using a specific plug-in, please visit the following link: <https://tools.google.com/dlpage/gaoptout>. Note that this opt-out is specific to Google activities and does not affect the activities of other ad networks or analytics providers that we may use.

If you prefer to prevent third parties from setting and accessing cookies on your computer, you may set your browser to block cookies. You will need to do this for each browser you use to access the Sites. Although this may provide you with enhanced anonymity, it may affect the functioning of our Sites. For example, blocking all cookies on the Sites may result in your browser not remembering log-in information or other preferences. Additionally, you may remove yourself from the targeted advertising of companies within the Network Advertising Initiative by opting out [here](#), or of companies participating in the Digital Advertising Alliance program by opting out [here](#).

Please click [here](#) to access our "Do Not Sell or Share My Personal Information" webform to submit your request to opt-out of our use of analytics and advertising cookies to collect your personal information.

How We Respond to "Do Not Track" Signals and the Global Privacy Control

Please note that your browser settings may allow you to automatically transmit a "Do Not Track" signal to websites and online services that you visit. There is no consensus among industry participants as to what "Do Not Track" means in this context. Like many websites and online services, Fuseideas does not alter its practices when it receives a "Do Not Track" signal from a visitor's browser. To find out more about "Do Not Track," please visit <http://www.allaboutdnt.com>. We recognize the Global Privacy Control opt-out preference signal ([available here](#)), as a request to opt-out of the sale or sharing of your personal information.

Job Applicant Information

When you apply for a job with us, we may collect identifiers, professional or employment-related information, and education information from you via our website forms and otherwise, including:

- Information you provide in connection with your application;
- Information about you that is publicly available;
- Health information, including disability information;
- Information that you authorize us to collect via third parties, including former employers or references;
- Any other information provided in connection with your application.

We only use your personal information to assess your skills in relation to the applicable job requirements. We may also use your personal information to contact you during the hiring process.

In certain circumstances, you may submit your application for employment through a third-party service that displays our job posting. We do not control the privacy practices of these third-party services. Please review their privacy policies carefully prior to submitting your application materials.

How We Share Your Personal Information

We may share the personal information we have collected about you with third parties as disclosed to you at the time you provide your personal information, with your consent, as described in this Privacy Policy, and under the following circumstances:

- with our vendors and third-party service providers to perform certain services on behalf of the Sites, such as hosting the Sites or providing features, sending email or other communications, and providing marketing assistance and data analysis;
- in response to lawful requests by public authorities, including to meet national security or law enforcement requirements;
- to comply with legal process or a subpoena, or at the lawful request of a governmental entity or other public authority conducting an investigation, and to protect and defend the legal rights or property of Fuseideas, our Sites or its users, or any other party; and
- in connection with a business transition (such as a merger, acquisition by another company, bankruptcy, or sale of all or a portion of assets), including during the course of any due diligence process.

Links to Third-Party Websites

Our Sites may contain links to other websites owned and operated by third parties. After you leave our Sites, we have no control over the information collected from or about you on those third-party websites. These third parties may collect information from you when you interact directly with them. We are not responsible, and assume no liability, for the privacy policies and/or practices of any third party. The use of your information by third parties is subject to their privacy policies and terms of use. Accordingly, we encourage you to visit their sites and review their policies.

Public Posting Areas

Please note that any information you post to any public posting area, such as the comment section of our social media sites, our blog, or when you provide product reviews, is available to anyone with Internet access worldwide. If you don't want people to know your email address, for example, don't include it in any message you post publicly. PLEASE BE EXTREMELY CAREFUL WHEN DISCLOSING ANY INFORMATION IN PUBLIC POSTING AREAS. WE ARE NOT RESPONSIBLE FOR THE USE OR DISCLOSURE BY OTHERS OF THE INFORMATION THAT YOU DISCLOSE IN PUBLIC POSTING AREAS.

Disclaimer Regarding Video Content

The Sites may contain video content, audiovisual content, or content of a like nature (collectively, “**Video Content**”). In connection with our provision of Video Content, the Sites may utilize online tracking technologies and code-based tools, including, but not limited to, Software Development Kits (“**SDKs**”), pixels, and cookies (i.e., advertising or analytics cookies) that track information about your activity and webpage-viewing history on the Sites (collectively, “**Tracking Tools**”). Tracking Tools on the Sites may result in information about your activity on the Sites being transmitted from your browser to Fuseideas and third parties, which, in turn, may result in the display of targeted advertisements on third-party websites, platforms and services, including advertisements for Fuseideas content. In addition, whether Tracking Tools on the Sites result in your browser’s transmission of information to third parties depends on a number of factors that may be outside of Fuseideas’ knowledge or control, including what third-party websites you use, what information you have provided to such third parties, and whether (and the extent to which) you have limited the use of cookies by the operators of those third-party websites, platforms, and services.

Policy Regarding Children’s Personal Data

The Sites are not directed to children under the age of 18. We do not knowingly collect personal information from children under 18. If you are under 18, please do not use the Sites and do not provide any personal information to us. If you become aware that a child under 18 has provided us with personal information without your consent, please contact us at info@fuseideas.com.

Data Security

The security of your personal information is important to us. We implement reasonable technical and organizational security measures to protect the personal information submitted to us, both during transmission and once it is received. We take steps to ensure that such data remains

private and confidential. We restrict access to personal information to our employees, contractors, and agents who need to know that information in order to operate, develop, or improve our Sites. These individuals are bound by confidentiality obligations and may be subject to discipline, including termination and criminal prosecution, if they fail to meet these obligations.

Please understand, however, that no data transmissions over the Internet can be guaranteed to be 100% secure due to the inherent risks of data transmission over the Internet. Consequently, we cannot ensure or warrant the security of any information you transmit to us, and you understand that any information that you transfer to us is done at your own risk. If we learn of a security system breach, we may attempt to notify you, including electronically, so that you can take appropriate protective steps. By using the Sites or providing personal information to us, you agree that we can communicate with you electronically regarding security, privacy and administrative issues relating to your use of the Sites. We may post a notice via our Sites if a security breach occurs. We may also send an email to you at the email address you have provided to us in these circumstances. If you have any questions about the security of your personal information, you can contact us via the contact information below.

Data Retention

We may retain your information for as long as needed to provide you with the Sites, comply with our legal obligations, resolve disputes, and enforce our agreements. In certain circumstances, we may be required by law to retain your personal information, or may need to retain your personal information in order to continue providing access to the Sites.

Even if you delete an account you have with us, keep in mind that the deletion by our third-party providers may not be immediate, and that the deleted information may persist in backup copies for a reasonable period of time.

Data Transfers

The Sites are hosted in the United States. In order to communicate with you about content, the information that we collect from you may be transferred to, stored, used, and processed by Fuseideas in the United States or one of our service providers based in the United States or outside of the United States. Such entities may be engaged in, among other things, the provision of support services.

If you are visiting from the European Union or other regions with laws governing information collection and use that may differ from United States law, please note that you are transferring your personal information to the United States. The laws of some countries may not provide the same levels of protection of personal information as your home country, particularly if you are resident in the European Union. By using the Sites, you agree to the collection, transfer, storage, use and processing of information about you for the purposes described in this Privacy Policy. When you provide personal information to us or our service providers or vendors, you consent to the processing of your information in the United States as the Sites are operated in the United States. We will take reasonable steps to ensure that information about you is treated securely in

accordance with this Privacy Policy, and that all information you provide to us is stored on our secure servers or those of our service providers.

YOU ACKNOWLEDGE THAT THE LAWS OF THE UNITED STATES TREAT YOUR INFORMATION IN A MANNER THAT MAY BE SUBSTANTIALLY DIFFERENT FROM, AND LESS PROTECTIVE THAN, THE TREATMENT REQUIRED UNDER THE LAWS OF OTHER COUNTRIES AND JURISDICTIONS. IF YOU DO NOT WANT YOUR INFORMATION TRANSFERRED TO THE UNITED STATES, YOU SHOULD NOT SHARE YOUR PERSONAL INFORMATION WITH US, OR MAKE USE OF THE SITES.

Opting Out of Marketing Communications

At any time, you can add or remove your name from a Fuseideas list by contacting us at info@fuseideas.com. We will endeavor to comply with your request as soon as reasonably practicable. You may sign up to receive emails or other communications from us. If you would like to discontinue receiving this information, you may update your email preferences by using the “Unsubscribe” link found in emails we send to you or by contacting us at info@fuseideas.com. Please note: if you unsubscribe from marketing communications, you may still receive transactional or relationship emails from us.

Your State Privacy Rights

California residents may have the right to object to our collection and use of their personal information at any time, or to require us to review, transmit, change, or delete your information that we have collected and retained about you. We will fulfill your request to exercise any of these rights within the applicable time period prescribed by law. You can exercise these rights, express concerns, or obtain additional information about the use of your personal information by contacting us as outlined below.

Residents of California may have the following rights:

- You have the **right to know and right to access** information about the categories and specific pieces of personal information we have collected about you, as well as the categories of sources from which such information is collected, the purpose for collecting such information, and the categories of third parties with whom we share such information. You also have the right to know if we have sold or disclosed your personal information. You may also request a copy of the personal information we have collected, and upon request, we will provide this information to you in portable, electronic form.
- You have the **right to request the deletion** of your personal information, subject to certain legal exceptions.
- You have the **right to opt out of the sale or sharing** of your personal information to third parties.
- You have the **right to correct** your personal information if inaccurate.

- You have the **right to limit the use and disclosure of your sensitive personal information** if we use such information to infer characteristics about you. Note that for precise geolocation information collected through a mobile device, you will need to update your settings. To do this on an iPhone, (1) go to Settings > Privacy > Location Services > and choose an app; (2) Select the app > tap on “location;” (3) Scroll down and slide the “Precise Location” toggle to Off. To do this on an Android, (1) go to Location Services > Google Location Accuracy; and (2) Toggle Improve Location Accuracy to Off.
- You have the **right to not be discriminated against** for exercising any of these rights.
- You have the **right to opt out of profiling using automated decision-making technology**. You may have the right not to be subject to a decision based solely on profiling, except under certain exceptions under local law.

Separate from the CCPA, **California’s Shine the Light** law gives California residents the right to ask companies what personal information they share with third parties for those third parties’ direct marketing purposes. We do not disclose your personal information to third parties for the purpose of directly marketing their goods or services to you. If you have any questions regarding this policy, or would like to change your preferences, you may contact us using the information below.

Submitting a Rights Requests: You may send your request by email to info@fuseideas.com or by toll-free phone to 1-888-458-6886. An authorized agent, such as another individual or business, may submit a request on your behalf. We will not discriminate against you for exercising your rights under applicable law. Once you have submitted your request, we will respond within the time frame permitted by applicable law. Please note that we may charge a reasonable fee for multiple requests in the same 12-month period, as permitted by law.

We may have a reason under the law why we do not have to comply with your request, or why we may comply with it in a more limited way than you anticipated. If we do, we will explain that to you in our response.

Verification. We must verify your identity before responding to your request. We may verify your identity by asking you to provide personal identifiers that we can match against information we may have collected from you previously. We may need to follow up with you to request more information to verify identity. We will not use personal information we collect in connection with verifying or responding to your request for any purpose other than responding to your request.

Appeals. Residents of California have the right to appeal a denial of their request by contacting us as described in the notice of denial.

Nevada Disclosure: Residents of Nevada have the right to opt-out of the sale of certain pieces of their information sold to third parties. Currently, we do not engage in such sales. If you are a Nevada resident and would like more information about our data sharing practices, please contact us by sending your request via email to info@fuseideas.com.

Privacy Rights for the European Economic Area, the United Kingdom, and Switzerland

We process personal data as that term is defined in the European Union’s General Data Protection Regulation (“**GDPR**”) and the equivalent UK law. If you are located in the EEA, U.K., or Switzerland, you may have the following rights:

- The **right to access information** about the categories of personal data we have collected about you. You may also request a copy of the personal data we have collected, and upon request, we will provide this information to you in a machine-readable electronic format or transfer it to a third party.
- The **right to correct** your personal data if inaccurate.
- The **right to request erasure** of your personal data when such data is no longer necessary for the purpose for which it was collected, when you withdraw consent and no other legal basis for processing exists, or when you believe that your fundamental rights to data privacy and protection outweigh our legitimate interest in continuing the processing.
- The **right to withdraw your previously given consent** for us to process your personal data.
- The **right to restrict our processing of personal data** if there is a dispute about the accuracy of the data; if the processing is unlawful; if the processing is no longer necessary for the purposes for which it was collected but is needed by you for the establishment, exercise, or defense of legal claims; or if your request to object to processing is pending evaluation.
- The **right to object to processing of your personal data** based on our legitimate interests, for direct marketing, and to object to decisions being made based solely on automated decision making and/or profiling. When you object, we will no longer process the data unless there are compelling legitimate grounds for our processing that override your interests, rights, and freedoms, or for the purpose of asserting, exercising, or defending legal claims.
- The **right to obtain information** about, and a copy of, the safeguards we use to transfer personal data across borders.

In processing personal data, we may rely upon the following lawful bases:

- **Consent.** We may process personal information with the consent of the individual whose data is being processed and/or in reliance upon the consent of the administrator of the account, who must affirm that s/he has obtained appropriate consent from all participants.
- **Contract.** When we enter a contract with you and/or an administrator for your account, we process personal information on the basis of our contract in order to prepare and enter into the contract, as well as to perform and manage our contract. This is necessary for us to provide the Site to you.

- **Vital interests.** In a case where the personal information is required to protect your vital interests or the vital interests of another natural person, then this may be used as the lawful basis of the processing. For example, we may need to process personal information in the event of a pandemic.
- **As required by law.** We may process personal information as required to comply with legal obligations to which we are subject for the for the purpose of compliance with EEA, UK, or Swiss public, governmental, judicial, or other regulatory authorities.
- **For legitimate business purposes.** This includes but is not limited to legal compliance and the purposes described above.

Users who are located in the European Economic Area (“**EEA**”), the U.K., or Switzerland may also have the right to lodge a complaint about our data collection and processing actions with the relevant supervisory authority in their country of residence. Contact details for data protection authorities are available here:

- In the EEA: https://edpb.europa.eu/about-edpb/about-edpb/members_en
- In the U.K.: <https://ico.org.uk/global/contact-us/contact-us-public/>
- In Switzerland: <https://www.edoeb.admin.ch/edoeb/de/home/deredoeb/kontakt.html>

Fuseideas works to resolve inquiries about our data practices and our collection or use of your personal information. EEA, U.K., and Swiss residents with inquiries or complaints regarding this Privacy Policy should contact us at: info@fuseideas.com. You may also exercise the rights detailed above by emailing us at info@fuseideas.com. We will fulfill your request to exercise any of these rights within the applicable time period prescribed applicable law.

Changes to This Privacy Policy

We may need to update this policy from time to time, and we reserve the right to do so as we deem necessary or desirable. We will notify you of such changes by revising the “Effective Date” provided herein, and/or by any other legal means, and your use of the Sites after any such changes shall constitute your consent to such changes. We encourage you to periodically review this page for the latest information on our privacy practices.

Contact Information

If you have questions or concerns about our Privacy Policy or our privacy practices, please contact us at:

By Email: info@fuseideas.com

By Phone: 1-888-458-6886

By Mail: 8 Winchester Place, Suite 302, Winchester, MA 01890