

PRIVACY POLICY

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INTRODUCTION

CalWork Safety & HR LLC, a California limited liability company, ("We" or "CalWorkSafety & HR") respects your privacy. This policy (our "Privacy Policy") describes the types of information we collect from you or that you provide when you visit the website <https://www.calworksafety.com/>(our "Website") and our practices for collecting, using, maintaining, protecting, and disclosing that information. Our Website and services are operated in California, but can be accessed worldwide.

Scope of This Policy

This policy applies to information We collect:

- On this Website.
- In email, text, and other electronic messages between you and this Website.
- When you interact with our advertising and applications on third-party websites and services, if those applications or advertising include links to this Privacy Policy.

This policy does not apply to information collected by:

- Us offline, or through any other means, including on any other website operated by any third party; or
- Any third party, including through any application or content (including advertising) that links to or is accessible from or through the Website.

Please read this Policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our Website. By accessing or using this Website, you agree to this Privacy Policy.

Important Notice Regarding Changes to This Policy

We reserve the right to change this policy from time to time (see Changes to our Privacy Policy). Your continued use of this Website after we make changes is deemed to be acceptance of those changes, so please check this Privacy Policy periodically for updates.

CATEGORIES OF PERSONALLY IDENTIFIABLE INFORMATION COLLECTED THROUGH WEBSITE BY COMPANY

(1) Identify the categories of personally identifiable information that the operator collects through the Web site or online service about individual consumers who use or visit its commercial Web site or online service and the categories of third-party persons or entities with whom the operator may share that personally identifiable information.

We collect several types/categories of Personally Identifiable Information from and about users of our Website. Specifically, we collect (and in the preceding 12 months, have collected) the following:

Information You Provide Directly

- **Identifiers:** Real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, or account name, or any other identifier by which you may be contacted online or offline.
- **Commercial information:** Records of services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
- **Internet or other electronic network activity information:** information regarding a consumer's past and present interaction with CalWorkSafety & HR's Website, or advertisements (whether on or off CalWorkSafety & HR's Website).
- **Consumer Preference Information:** drawn from any other category of Personal Information identified above, to create a profile about a consumer's preferences as to CalWorkSafety & HR services.
- Communications with CalWorkSafety & HR representatives.
- **Correspondence records:** Records and copies of your correspondence (including email addresses), if you contact us.
- **Survey responses:** Your responses to surveys that we might ask you to complete for research purposes.
- **Search queries:** Your search queries on the Website.

Information Generated or Collected Automatically

- **Internal identifiers:** Internal identifiers (like a customer ID) and customer-provided identifiers (like an email address) used to track and manage transactions and account information.
- **Usage data:** Details of your visits to our Website, including traffic data, location data, logs, and other communication data and the resources that you access and use on the Website.
- **Device identifiers:** Identifiers that recognize customers or their devices over time, and across third-party partner websites (like browser or device IDs, IP addresses, cookies, or other forms of persistent identifiers).
- **Internet or other electronic network activity:** Browsing history, search history, and information regarding a consumer's interaction with CalWorkSafety & HR's Website or advertisements (whether on or off CalWorkSafety & HR's Website).
- **Inferences:** Profiles drawn from any other category of Personally Identifiable Information identified above, to create a profile about a consumer's preferences as to CalWorkSafety & HR services.

Information We Collect from Third Parties

- **Third-party service providers:** Personal Information available from Google or other third-party advertising partners that help serve and direct our advertising.

- **Publicly available sources:** Personal Information available from public databases, usually in the form of identifiers like names, postal addresses, email addresses, and telephone numbers.
- **Social media platforms:** Personal Information from social media platforms like Facebook and Instagram, particularly when potential customers interact with content by social media platforms about us.
- **Data aggregators:** Aggregated user information that helps us learn more about our customers and users of our Website, and information from fraud prevention companies to help avoid fraud and abuse.

Sensitive Personal Information

We do not intentionally collect Sensitive Personal Information via our Website except as follows:

- **Account credentials:** If you have an account with us, we may collect account log-in, password, or credentials allowing access to an account, for your relationship with us and to provide you with the services you expect (and to help detect security incidents and protect against fraudulent activity).
- **Customer service communications:** Information provided to CalWorkSafety & HR's Customer Service representatives over the telephone, via email, or via mail.

Via our website, we do not request, accept, or collect any of the following: (i) Any data revealing racial or ethnic origins or background, religious beliefs, mental or physical health conditions or diagnoses, sexual activity or orientation, status as transgender or non-binary, status as a victim of crime, citizenship, or immigration status; (ii) Genetic or biometric data processed to uniquely identify an individual; (iii) precise present or past geolocation data, or the present or past location of a device that links or is linkable to a consumer (iv) social security number, driver's license number, passport number, or other government identifier or license; (v) union membership, (vi) or mail, email or text message content unless we are the intended recipient of the communication (collectively "Declined Information").

Non-Personally Identifiable Information

We also collect ("Non-Personally Identifiable Information") that is "Deidentified" (information about you but that does not identify you) or "Aggregated" (information about groups of users without a way to reasonably link the information to any individual consumer or household identity, including via a device). We commit to maintain and use Non-Personally Identifiable Information in its original "Deidentified" or "Aggregated" form, and not attempt to reidentify the information.

Children Under the Age of 18

Our Website is not intended for children under 18 years of age. No one under age 18 is permitted to provide any information to or on the Website. We do not knowingly collect personal information from children under 18. If you are under 18, do not use or provide any information on this Website.

If we learn we have collected or received personal information from a child under 18, we will delete that information, and cancel or terminate any services or transactions in

process. If you believe we might have any information from or about a child under 18, please contact us immediately at info@calworksafety.com, or call us at (949) 413-6821.

Purpose for Collection

We collect Personally Identifiable Information to:

- Perform services that you have requested and would reasonably expect.
- Fulfill related transactions and contacts (such as new business, applications, renewals, requests for reviews, and customer service follow-up).
- Respond to your inquiries and provide customer service prior to, or separate from a purchase.
- Monitor and operate our Website.
- Prevent, detect, and investigate security incidents compromising Personally Identifiable Information.
- Combat and resist malicious, deceptive, fraudulent, or illegal actions directed at CalWorkSafety & HR or its customers, and cooperate with law enforcement to prosecute those responsible for such actions.
- Maintain physical safety at physical locations (such as our office and warehouses).
- Personalize content on our Website.
- Advertise our services.

We only collect Personally Identifiable Information as reasonably necessary and proportionate to achieve the purposes for which it was collected or processed, or for another disclosed compatible purpose. We do not further process Personally Identifiable Information in a way that is incompatible with these purposes.

Categories of Third Parties with Whom Information May Be Shared

We may share Personally Identifiable Information about name, postal address, email address, telephone numbers, and any other identifier by which you may be contacted online or offline, with the following categories of third parties:

Service Providers and Business Partners.

- **Analytics and data services:** Analytics service providers.
- **Advertising:** Partners that serve ads on our behalf targeted to your interests in our services, and based on your activities online or on our Website. These partners, like Google and others may charge us for advertising, and use these cookies and similar technologies in part to both provide us information on the results of their advertising, as well as to track your movement from their websites to our Website. They may also use these cookies and similar technologies for their own marketing in addition to us offering you our services through their websites. Please see our Cookie Policy for more information.
- **Fraud prevention:** Third-party fraud prevention companies to help avoid fraud and abuse related to our Website and in the performance of our services.
- **Hosting and content delivery:** Our hosting, content delivery network, and security vendors who monitor activity for fraud, abuse of our terms of service

(such as denial of service attacks or attempts to bypass security and privilege restrictions).

Other Permitted Disclosures

- **Services:** As required to provide the information necessary for our services, namely human resources, employee behavior and morale, and workplace safety services, we may provide your information, with your prior verbal or written consent, to various counterparties.
- **Subsidiaries and affiliates:** To our subsidiaries and affiliates.
- **Business successors:** To a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of CalWorkSafety & HR's assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which Personally Identifiable Information held by CalWorkSafety & HR about our Website users is among the assets transferred.
- **Legal compliance:** To comply with any court order, law, or legal process, including to respond to any government or regulatory request.
- **Enforcement of rights:** To enforce or apply our Terms of Service and other agreements, including for billing and collection purposes.
- **Protection of rights and safety:** If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of CalWorkSafety & HR, our customers, or others. This includes exchanging information with other companies and organizations for the purposes of fraud protection and credit risk reduction.

Aggregated and De-identified Information

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction.

PROCESS FOR CONSUMERS TO REVIEW AND REQUEST CHANGES TO PERSONAL INFORMATION

We provide you with the ability to review and request changes to your Personally Identifiable Information.

Access, and Requests to Review, Correct, or Delete Information

You may send us an email at info@calworksafety.com or call us at (949) 413-6821 to request access to, correct, or delete any Personally Identifiable Information that you have provided to us.

Processing of Deletion Requests

- Requests to delete may be conditioned on receiving confirmation that the request is legitimate, and to avoid unauthorized access or deletion of Personally Identifiable Information.
- Requests to delete are processed within forty-five (45) days from our receipt of confirmation that the request is legitimate. We reserve the right to extend this period as necessary and if consistent with applicable law.

- We cannot delete your Personally Identifiable Information except by also deleting your user account.
- We may not accommodate a request to change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.

NOTIFICATION OF MATERIAL CHANGES TO PRIVACY POLICY

The date the Privacy Policy was last revised is identified at the top of the page.

It is our policy to post any changes we make to our Privacy Policy on this page. If we make material changes to how we treat our users' Personally Identifiable Information, we will notify through a notice on the Website home page. We may also contact you via email, at the primary email address provided to us. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting this Privacy Policy to check for any changes as part of your visits to our Website.

TREATMENT OF "DO NOT TRACK" SIGNALS; OTHER OPTIONS.

We reserve the right to make changes, including to "Do Not Track" signals or related mechanisms, in future updates. At this time, our webhosting platform does not see tracking signals.

To the extent it is permissible by applicable law, we reserve the right to collect information about users' online activities for the purposes described in this Privacy Policy, including serving targeted advertisements, including online activities over time, and across third-party Web sites or online services. However, there are a number of mechanisms to prevent collection of such information.

Other Tools for Consumer Choice and Limiting Tracking

Customers presently can use a variety of widely-available tools for free or low cost, such as privacy add-ins that block tracking cookies by domain or class, or VPN services that render access anonymous. For example, see linked instructions for: [Chrome](#), [Firefox](#), and [Safari](#). If you disable or refuse cookies, please note that some parts of this site may then be inaccessible or not function properly.

Customers can also use tools to block email web beacons (also known as tracking images), such as: (i) selecting "PlainText" email format in your email client and preventing the automatic loading of images or links; (ii) use a Mail application that blocks such beacons (like Thunderbird, or Apple Mail with Privacy Protection configured); or (iii) use a browser email service with a browser-based tracking blocker, such the DuckDuckGo add-in.

Limitations On Our Use

Finally, if you do not want us to use information that we collect or that you provide to us to deliver advertisements according to our advertisers' target-audience preferences, you can contact us at info@calworksafety.com or call us at (949) 413-6821.

COLLECTION BY THIRD PARTIES OF PERSONALLY IDENTIFIABLE INFORMATION

Third-Party Tracking

Due to the partnerships we have with various advertising, diagnostics, and marketing providers, certain third parties may collect Personally Identifiable Information about your online activities over time and across our Website and to different websites (known as cross-site tracking). Specifically:

- **Ad network partners:** Advertising partners, such as Google and others, may collect information about your online activities across different websites and may track your movement from their websites to our Website and from our Website to their websites.
- **Analytics partners:** Analytics service providers may collect information about your online activities on our Website for measurement and reporting purposes.
- **Ad serving:** Advertising partners may use the information they collect to provide us with information on the results of their advertising, and to track your interactions with advertisements and our Website.
- **Cross-site and Cross-platform tracking:** Advertising partners, like Google, may track your clicks and interests (sometimes called "behavior") onto other websites and on multiple devices for purposes of serving you targeted advertisements.

What Information May Be Collected

The types of information that other parties may collect include:

- Identifiers that recognize customers or their devices over time and across third-party partner websites (like browser or device IDs, IP addresses, cookies, or other forms of persistent identifiers).
- Browsing history and search history.
- Information regarding a consumer's interaction with CalWorkSafety & HR's Website or advertisements.
- Inferences drawn to create a profile about a consumer's preferences.

However, there are a number of tools, which limit the collection of information and support customer choice. See the section **Other Tools for Consumer Choice and Limiting Tracking** above for more information.

Privacy Rights of Residents of Other States

Residents of certain states also may have rights under the Colorado Privacy Act, (CPA) (Colo. Rev. Stat. Ann. §§ 6-1-1301 et seq.); 4 Colo. Code Regs. §§ 904-3:1.01 et seq.), the Connecticut Personal Data Privacy and Online Monitoring Act (CTDPA) (Conn. Gen. Stat. Ann. §§ 42-515 et seq.), the Delaware Personal Data Privacy Act (DPDPA), (6 Del. C. §§ 12D-101 et seq.), the Florida Digital Bill of Rights (FDBR), (Fla. Stat §§ 501.701 et seq.), the Indiana Consumer Data Protection Act (INCDPA), (Ind. Code §§ 24-15-1-1 et seq.), the Iowa Consumer Data Protection Act (ICDPA), (Iowa Code §§ 715D.1, et seq.), the Kentucky Consumer Data Protection Act (KCDPA), (Ky. Rev. Stat. Ann. §§ 367.3611 et seq.), the Montana Consumer Data Privacy Act (MCDPA), (Mont. Code Ann. §§ 30-

14-2801 et seq.), the Nebraska Data Privacy Act (Neb. Rev. Stat. §§ 87-1101 et seq.), the Nevada Online Privacy Law (NRS §§ 603A.300 et seq.), the New Hampshire Consumer Data Privacy Act (NHDPA), (N.H. RSA §§ 507-H:1 et seq.), the New Jersey Consumer Data Privacy Act (NJDPA), the Oregon Consumer Privacy Act (ORS §§ 646A.570 et seq.), the Tennessee Information Protection Act (TIPA), (T.C.A. §§ 47-18-3301 et seq.), the Texas Data Privacy and Security Act (TDPSA), (Tex. Bus. & Com. Code Ann. §§ 541.001 et seq.), the Utah Consumer Privacy Act (UCPA), (Utah Code §§ 13-61-101 et seq.), and the Virginia Consumer Data Protection Act (VCDPA), (Va. Code Ann. §§ 59.1-575 et seq.). These ordinances may provide (now or in the future) their state residents with rights to:

- Confirm whether we process their personal information.
- Request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes.
- Access and delete certain personal information.
- Correct inaccuracies in their personal information, taking into account the information's nature processing purpose (excluding Iowa and Utah).
- Data portability.
- Opt-out of personal data processing for:
 - targeted advertising (excluding Iowa);
 - sales; or
 - profiling in furtherance of decisions that produce legal or similarly significant effects (excluding Iowa and Utah).
- Either limit (opt-out of) or require consent to process sensitive personal data.
- Prevent the processing of data in violation of anti-discrimination laws.
- Prevent the obtaining of consent through confusing or misleading processes (commonly known as "dark patterns").
- Provide the opportunity for an appeals process for denial of consumer rights request.
- Require automatic deletion or return of personal data at the end of services.

The exact scope of these rights vary by state, and the laws of these states may only apply to CalWorkSafety & HR if certain thresholds are met (such as in terms of number of users from a state, or a volume of transactions. By this privacy policy, CalWorkSafety & HR does not voluntarily consent to the jurisdiction of the above states, and reserves the right to determine whether such thresholds have been met, prior to accepting and processing any requests (other than under the California Online Privacy Protection Act, Cal. Bus. and Prof. Code §§ 22575 et seq., as amended).

To request exercise any of these rights please send a demand via email to info@calworksafety.com, write us at: CalWorkSafety & HR, 56 Tesla, Irvine, CA 92618, or call us at (949) 413-6821. CalWorkSafety & HR reserves the right to refuse to process a demand under the laws of a state other than California, where CalWorkSafety & HR has a reasonable belief that it is not subject to the jurisdiction of that state. CalWorkSafety & HR will provide notice of such a refusal.

As to the Right to Opt-Out of Sharing or Sale of Information, you may send us an email at info@calworksafety.com or call us at (949) 413-6821 to request access to, correct, or delete any Personally Identifiable Information that you have provided to us.

Nevada provides its residents with a limited right to opt-out of certain personal information sales. Residents who wish to exercise this sale opt-out rights may submit a request to this designated address: info@calworksafety.com, or call us at (949) 413-6821.

Data Security

We have implemented measures to protect Personally Identifiable Information we store from accidental loss and from unauthorized access, use, alteration, and disclosure. All information you provide to us is stored on our secure servers behind firewalls.

Your Responsibility

The safety and security of your information depends on you. If you have chosen a password for access to services or portals we provide, or certain parts of our Website: (i) keep it confidential, (ii) do not reuse it for other websites, (iii) do not share it with anyone, (iv) do not leave it in printed form where it could be accessed by someone else, and (v) check passwords with services like [Google Password Manager](#).

Be careful about sharing information in public areas like message boards, as it may be viewed by any user.

Limits of Security

Unfortunately, internet transmission of information isn't entirely secure. We protect your Personally Identifiable Information, but can't guarantee the security of information transmitted to our Website. Any transmission is at your own risk. We aren't responsible for circumventing privacy settings or security measures on the Website.

Contact Information

Contact us for questions, comments, privacy rights, or accessibility issues regarding our Privacy Policy:

Email: info@calworksafety.com

Telephone: (949) 413-6821

Mail: CalWork Safety & HR LLC, Attn: Privacy Requests, 56 Tesla, Irvine, CA 92618.

We maintain our primary business location in California, USA. We do not have a physical presence in any other state or foreign country.