

Privacy Policy

Effective 4/1/2024

We at The CSI Companies value and respect your privacy. This privacy notice describes how we collect and use the information you provide to us and with whom we share it. To better protect your privacy, we've placed this notice in areas of our site where personally identifiable information may be collected.

The CSI Companies ("us", "we", or "our") operates the <https://www.thecsicompanies.com> website (the "Service"). This page informs you of our policies regarding the collection, use, and disclosure of personal data when you use our Service and the choices you have associated with that data.

Your personal data is:

- Used only for the purposes identified within this notice and only if you have provided implicit or explicit consent unless a law or regulation specifically requires otherwise.
- Retained for no longer than necessary to fulfill the stated purposes and is then disposed.

We use your data to provide and improve the Service. By using the "Service", you agree to the collection and use of information in accordance with this policy.

Information Collection and Use

Personal Data

While using our Service, we may ask you to provide us with certain personally identifiable information that can be used to contact or identify you ("Personal Data").

Personally identifiable information may include, but is not limited to:

- Email address
- First name and last name
- Phone number
- Cookies and Usage Data
- Demographic Data

Usage Data

We may also collect information how the Service is accessed and used ("Usage Data"). This Usage Data may include information such as your computer's Internet Protocol address (e.g. IP address), browser type, browser version, the pages of our Service that you visit, the time and date of your visit, the time spent on those pages, unique device identifiers and other diagnostic data.

Tracking & Cookies Data

We use cookies and similar tracking technologies to track the activity on our Service and hold certain information. Cookies are files with small amount of data which may include an anonymous unique identifier. Cookies are sent to your browser from a website and stored on your device. Tracking technologies also used are beacons, tags, and scripts to collect and track information and to improve and analyze our Service. You can instruct your browser to refuse all cookies or to indicate when a cookie is

being sent. However, if you do not accept cookies, you may not be able to use some portions of our Service.

Examples of Cookies we use:

- Session Cookies. We use Session Cookies to operate our Service.
- Preference Cookies. We use Preference Cookies to remember your preferences and various settings.
- Security Cookies. We use Security Cookies for security purposes.

Use of Data

The CSI Companies uses the collected data for various purposes:

- To provide and maintain the Service
- To notify you about changes to our Service
- To allow you to participate in interactive features of our Service when you choose to do so
- To provide customer care and support
- To provide analysis or valuable information so that we can improve the Service
- To monitor the usage of the Service
- To detect, prevent and address technical issues
- Complying with and enforcing applicable industry and legal requirements (including legal process such as court orders, warrants or subpoenas)

Transfer Of Data

Your information, including Personal Data, may be transferred to — and maintained on — computers located outside of your state, province, country or other governmental jurisdiction where the data protection laws may differ than those from your jurisdiction.

If you are located outside United States and choose to provide information to us, please note that we transfer the data, including Personal Data, to United States and process it there.

Your consent to this Privacy Policy followed by your submission of such information represents your agreement to that transfer.

The CSI Companies will take all steps reasonably necessary to ensure that your data is treated securely and in accordance with this Privacy Policy and no transfer of your Personal Data will take place to an organization or a country unless there are adequate controls in place including the security of your data and other personal information.

Equal Employment Opportunity/Demographic Data.

CSI collects demographic data as part of our commitment to inclusivity and fairness in the hiring process. Sharing of this data with us is optional and includes the following categories:

- Age (Birth year)
- Race & Ethnicity
- Gender

- Disability status
- LGBTQ+ Community Membership
- Arrest or conviction history

Sharing of Data

Legal Requirements

The CSI Companies may disclose your Personal Data in the good faith belief that such action is necessary to:

- To comply with a legal obligation
- To protect and defend the rights or property of The CSI Companies
- To prevent or investigate possible wrongdoing in connection with the Service
- To protect the personal safety of users of the Service or the public
- To protect against legal liability

Service Providers

We may employ third-party companies and individuals to facilitate our Service (“Service Providers”), to provide the Service on our behalf, to perform Service-related services or to assist us in analyzing how our Service is used.

These third parties have access to your Personal Data only to perform these tasks on our behalf and are obligated not to disclose or use it for any other purpose.

Analytics

We may use third-party Service Providers to monitor and analyze the use of our Service.

- Google Analytics is a web analytics service offered by Google that tracks and reports website traffic. Google uses the data collected to track and monitor the use of our Service. This data is shared with other Google services. Google may use the collected data to contextualize and personalize the ads of its own advertising network. You can opt-out of having made your activity on the Service available to Google Analytics by installing the Google Analytics opt-out browser add-on. The add-on prevents the Google Analytics JavaScript (ga.js, analytics.js, and dc.js) from sharing information with Google Analytics about visits activity. For more information on the privacy practices of Google, [please visit the Google Privacy & Terms web page](#).

Links To Other Sites

Our Service may contain links to other sites that are not operated by us. If you click on a third-party link, you will be directed to that third party’s site. We strongly advise you to review the Privacy Policy of every site you visit.

We have no control over and assume no responsibility for the content, privacy policies or practices of any third-party sites or services.

Children's Privacy

Our Service is intended for use by persons aged 18 or older and does not address anyone under the age of 18 ("Children").

We do not knowingly collect personally identifiable information from anyone under the age of 18. If you are a parent or guardian of a child under the age of 18 and believe he or she has disclosed personally identifiable information to us, please contact us as provided below. If we become aware that we have collected personally identifiable information from a child under the age of 18 without verification of parental consent, we will take steps to remove/delete such information from our servers/systems.

COOKIES

A cookie is a small file that is placed on your device when you visit a website. It records information about your device, your browser and, in some cases, your preferences and browsing habits. We may process your Personal Data through cookie technology, in accordance with our [Cookie Policy](#).

California Residents' Rights

The California Consumer Privacy Act, as amended by the California Privacy Rights Act (together, the "CCPA") aims to provide California residents with additional privacy rights, including the right to access, delete, limit, and correct their personal data. To learn more, visit [California Privacy Policy](#).

Changes To This Privacy Policy

We may update our Privacy Policy from time to time. We will notify you of any changes by posting the new Privacy Policy on this page.

We will let you know via email and/or a prominent notice on our Service, prior to the change becoming effective and update the "effective date" at the top of this Privacy Policy.

You are advised to review this Privacy Policy periodically for any changes. Changes to this Privacy Policy are effective when they are posted on this page.

We last updated this policy on 04/01/2024.

CONTACT US

If you have any questions about this Notice or, in accordance with applicable laws, you would like to review or request changes to the information collected in connection with your use of the Site, please contact us at privacy@theccscompanies.com