

PRIVACY POLICY

1. INTRODUCTION

3D Results is committed to protecting the privacy of personal data that we process.

This Privacy Policy relates to the personal information that 3D Results, LLC (“3D Results”) receives and collects through its web site at www.3DResults.com and other sites owned and operated by 3D Results that refer to this Privacy Policy, and through all related technologies, software, and services provided by 3D Results, including its apps and its hosted products and services (collectively, the “Services”).

3D Results contracts with organizations (“Customers”) to assist in managing human capital data. This Policy covers both the public-facing marketing web site operated by 3D Results (the “Public Site”) as well as Services provided only to Customers. As noted below, certain parts of the Privacy Policy apply only to the Public Site, and certain parts apply only to the Services.

2. NOTICE OF INFORMATION COLLECTED AND USED

We will inform you when we need information that personally identifies you (personal information) or allows us to contact you or provide you with the Services. Generally, this information is requested when you register for our Services or when you fill out our contact form on our Public Site, or sign up for our newsletter or a webinar.

3D Results may receive certain information about you from its Customers during the implementation and provision of Services. For example, Customers may provide basic employee information, manually or through integration with human resources information systems, when they are setting up the Service for their use.

You may be able to log into our Services using single sign-on providers or single sign-on features of other products. These products will authenticate your identity and may share certain personal information with us such as your name and email address.

3D Results may also record information about how individuals access our Services. This information is typically not personally identifiable and may include internet protocol (IP) addresses (or the DNS name associated with it) of the individual's computer, the web site from which the individual linked to our Services, and the browser software the individual is using to access our Services. This information is used in the aggregate to administer computer systems and to make improvements to our Services.

3D Results uses cookies and other technologies on our Public Site and as part of the Services for user session management and to provide a better user experience, including customization of content display. A cookie is text data that a website transfers to the individual's browser from a web server that is stored on the individual's computer hard drive. Cookies cannot be used by themselves to identify individuals.

3. CHOICE

If/When registration is available, you may choose not to register or provide personal information. You can still use the Public Site. But you will not be able to access Services that require registration.

If/When registration is available, you may register to select the kinds of information you want to receive from us by subscribing to various services and communications, like our electronic newsletters. If you do not want us to communicate with you about other offers regarding 3D Results products, programs, events, or services, you may select the option stating that you do not wish to receive marketing messages from 3D Results.

4. WHAT WE DO WITH THE INFORMATION YOU SHARE

3D Results will share your personal information with Customers and other third parties only in the ways that are described in this Privacy Policy. 3D Results shares information under the following circumstances:

- We will use your information to provide the Services, and we may provide information to companies that assist us in providing Services, such as a hosting provider or a customer service provider. These companies are authorized to use your information only as necessary to provide these Services and to assist with supporting our users.
- We may share your information in response to subpoenas, court orders, and other legal processes or governmental requests, or to establish or exercise our legal rights or defend against legal claims.
- 3D Results may share information in order to investigate, prevent, or take action regarding illegal activities, suspected fraud, protecting and defending the rights or property of 3D Results, its Services and its users, violations of 3D Results terms of use, or as otherwise required by law.
- In the event that 3D Results is acquired by or merged with another company, 3D Results may share information regarding our users with that company. 3D Results will notify you before information about you is transferred that becomes subject to a different privacy policy.

5. ACCESS AND CONSENT

Upon request, 3D Results will grant you reasonable access to personal information that it holds about you and was collected on our public web site, www.3DResults.com. 3D Results will take reasonable steps to permit individuals to correct, amend, or delete information about them that is shown to be inaccurate or incomplete. For access to information collected through Services provided to a Customer, you should request access via Customer directly and we will support them in providing you reasonable access to this information.

In addition, 3D Results allows users to modify the level of communications that you receive related to our Services. You may contact our Support Team through our support portal to obtain current information about how to modify the types of information that you receive from 3D Results.

6. SECURITY

3D Results takes reasonable technical, administrative and physical measures to protect the security of your personal information from unauthorized use, disclosure and alteration.

3D Results provides information and training to all employees who have access to personally identifiable data maintained by 3D Results, and 3D Results employees are responsible for the internal security of such information.

3D Results will not process personally identifiable information in any way that is incompatible or inconsistent with the purpose for which such information was collected.

You also have a significant role in protecting your information. No one can see or edit your personal information without knowing your user name and password, so do not share these with others.

7. CHILDREN'S PRIVACY

3D Results does not knowingly collect or maintain information acquired through our site from persons under 13 years of age, and no part of the site or services is directed to persons under 13 years of age. Any user under 13 years of age should not use or access our site at any time or in any manner. If 3D Results learns that personally identifiable information of persons less than 13 years of age has been collected from our site without verified parental consent, then 3D Results will take the appropriate steps to delete this information.

8. DISPUTE RESOLUTION

Any questions or concerns regarding the use or disclosure of personal information should be directed to 3D Results pursuant to the contact information below. 3D Results will investigate and attempt to resolve complaints and disputes regarding use and disclosure of personal information in accordance with the principles contained in this Policy. 3D Results has a policy of responding to individuals within 60 days of an inquiry or complaint.

9. IN THE EVENT OF MERGER, SALE, OR BANKRUPTCY

In the event that all or part of 3D Results is acquired by or merged with a third-party entity, 3D Results may transfer or assign the personally identifiable information held by 3D Results as part of such merger, acquisition, or other change of control. In the unlikely event of 3D Results' bankruptcy, insolvency, reorganization, receivership, or assignment for the benefit of creditors, or the application of laws or equitable principles affecting creditors' rights generally, 3D Results may not be able to control how personal information is treated, transferred, or used.

10. CHANGES TO THIS PRIVACY POLICY

This Privacy Policy may be revised periodically by 3D Results, as reflected by the "last updated" date below. Please revisit this page to stay aware of any changes.

11. CONTACT INFORMATION

3D Results welcomes questions and comments regarding this Privacy Policy. We may be contacted at:

3D Results, LLC
872 South Milwaukee Avenue, Suite 140
Libertyville, Illinois 60048

Phone: 847.582.4252

Last Updated: May 2018