

TriNet Clarus R+D Website Privacy Policy

We collect certain Personal Information from you, either directly or indirectly, when you use this Website. For example, you directly provide your Personal Information when you submit requests via any forms on this Website. You also provide Personal Information indirectly when you navigate this Website.

Finally, we may collect your Personal Information from third parties that work with us in connection with the Service or with the functioning of this Website and features thereof.

This document can be printed for reference by using the print command in the settings of any browser.

Scope and Overview

This Privacy Policy ("Policy") applies to Clarus R+D's ("Owner," "we," "us," and "our") privacy practices while online through this Website.

This Policy applies to Users of this Website. We will also refer to Users as "you," "your," and "yours."

This Policy does not apply to any Personal Information that you may provide via our Clarus R&D Enterprise Platform or directly to third parties including via links appearing on this Website.

By accessing this Website, or providing information to an Owner representative, you are giving us your consent to collect, use, and disclose your information as described in this Policy.

Owner

Clarus R&D Solutions,
LLC 500 W Broad St
Suite 200
Columbus, OH 43215

Owner contact email: compliance@clarusrd.com

Types of Personal Information collected

Among the types of Personal Information that this Website collects, by itself or through third parties, may include:

Cookies; first name; last name; company name; email address; answers to questions; contents of the email or message; phone number; state; city; ZIP/Postal code; country; county; latitude (of city); longitude (of city); metro area; geography/region; IP address; app information; device logs; operating systems; browser information; language; launches; number of sessions; session duration; scroll-to-page interactions; mouse movements; scroll position;

keypress events; motion sensor events; touch events; video views; clicks; browsing history; search history; session statistics; page views; interaction events; page events; custom events; Application opens.

Personal Information may be freely provided by the User, or, in case of Usage Data, collected automatically when using this Website.

Users are responsible for any third-party Personal Information obtained, published or shared through this Website.

Mode and place of processing the Personal Information

Methods of processing

The Personal Information processing is carried out using computers and/or IT enabled tools, following organizational procedures and modes related to the purposes indicated. In addition to the Owner, in some cases, the data may be accessible to certain types of persons in charge, involved with the operation of this Website (administration, sales, marketing, legal, system administration) or external parties (such as third-party technical service providers, mail carriers, hosting providers, IT companies, communications agencies) appointed, if necessary, as third parties.

Place

The Personal Information is processed in the US.

Security

Owner employs commercially reasonable technical, administrative, and physical measures designed to protect your Personal Information from unauthorized access and use, and to comply with applicable privacy laws. No method of data transmission can be guaranteed to be 100% secure from interception or other type of misuse.

This Website may provide you with links to other websites. We are not responsible for those sites and cannot control the use of information that you submit once you reach those sites, nor can we control the content of what is offered on those sites or on links from those sites.

Retention time

Unless specified otherwise in this document, Personal Information shall be processed and stored for as long as required by the purpose they have been collected for and may be retained for longer due to applicable legal obligation or based on the Users' consent.

The purposes of processing

The Personal Information concerning the User is collected for the following purposes:

1. To allow the Owner to provide its Service.
2. To provide User with information about Owner's products and services.

3. To provide you with email alerts, event registrations and other notices concerning our products or services, or events or news that may be of interest to you.
4. To validate user information for fraud and risk detection purposes and prevent or stop any activity that may be illegal, unethical or legally actionable.
5. To comply with its legal obligations.
6. To respond to law enforcement requests, and as required by applicable law, court order, or governmental regulations.
7. To evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which Personal Information held by us is among the assets transferred.

Cookies and Do Not Track

Owner and our service providers also use technologies such as cookies, beacons, tags, and scripts in order to gather information about your use of the Site. This includes information such as page views, which URL you just came from (whether on this Website or not), and which URL you go to next (whether on this Website or not). This allows us to analyze trends, administer the Website, and gather demographic information about our user base as a whole.

Most cookies are "session cookies," meaning they are automatically deleted at the end of a browsing session. Owner and our service providers use session cookies to make it easier for you to navigate this Website. We also use persistent cookies. A persistent cookie remains on your hard drive for an extended period of time after you finish browsing a website and remembers your preferences.

Users can learn more about cookies by visiting www.allaboutcookies.org, which includes additional useful information on cookies and how to block them using different browsers. If you choose to block cookies, Users may not be able to use the full functionality of this Website.

Contact form (this Website)

By filling in the contact form with their information, the User authorizes this Website to use these details to reply to requests for information, quotes or any other kind of request,

including marketing communications, as indicated by the form's header. If you no longer wish to be contacted for marketing purpose, please follow the instructions set forth in "Opt- Out of Marketing Communications" below.

Interaction with live chat platforms

This Website may include a chatbot feature that is facilitated by a third-party service provider. If you interact with the chatbot, it may collect and record information that you provide during your interaction – including but not limited to your company's name, your business email address, your company's location, your company's industry – and this information may be monitored, recorded, shared with the third-party service provider that facilitates the chatbot feature.

Notice at collection

The following Notice at collection provides you with timely notice about the categories of Personal Information collected or disclosed in the past 12 months so that you can exercise meaningful control over our use of that Information.

While such categorization of Personal Information is mainly based on California privacy laws, it can also be helpful for anyone who is not a California resident to get a general idea of what types of Personal Information are collected.

Internet or other electronic network activity information

Personal Information collected or disclosed: Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.

Categories of Third-Party Recipients: Marketing service providers and sales service providers

Categories of Service Providers: Website service provider

Identifiers

Personal Information collected or disclosed: A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, or other similar identifiers.

Categories of Third-Party Recipients: Marketing service providers and Sales service providers
Categories of Service Providers: Website service provider

We won't process your Information for unexpected purposes, or for purposes that are not reasonably necessary to and compatible with the purposes originally disclosed, without your consent.

What are the sources of the Personal Information we collect?

We collect certain Personal Information, either directly or indirectly, from you when you use this Website.

For example, you directly provide your Personal Information when you submit requests via any forms on this Website.

You also provide Personal Information indirectly when you navigate this Website, as Personal Information about you is automatically observed and collected.

Disclosure of Personal Information

Owner may use service providers, contractors and other third parties to operate this Website, provide our Services and cater them to you. When we provide information to service providers and other third parties, we enter a contract that describes the purpose and requires the recipient to both keep that Personal Information confidential and not use it for any purpose except performing the contract.

Owner may disclose information to law enforcement, regulatory authorities, or other third parties under certain circumstances, such as to comply with a subpoena or similar legal process, or to comply with government reporting obligations. In certain situations, we may be required to disclose Personal Information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements. We may also disclose information in accordance with the law when we believe in good faith that disclosure is necessary to protect our rights, protect your safety or the safety of others; or to detect, prevent, or respond to fraud, intellectual property infringement, violations of this Privacy Policy, our Terms of Use, violations of law, or other misuse of this Website.

We may disclose your information to Owner's subsidiaries and affiliates to identify business opportunities and market our products and Services to you. We may transfer your Personal Information as part of a sale or transfer of all or a relevant portion of our business or assets. In such events, we will use commercially reasonable efforts to help ensure that your Personal Information will be subject to appropriate privacy protections, in accordance with applicable privacy law.

Your Privacy Rights

Depending on where you reside and your relationship with the Owner, you may have certain legal rights regarding the Personal Information we process about you.

Privacy rights that may apply to you and your Personal Information include:

- Right to know what categories and/or specific elements of Personal Information is being collected, disclosed or sold
- Right to access or obtain of copy of your Personal Information
- Right to correct inaccurate Personal Information
- Right to delete your Personal Information
- Right to opt-out of the selling or sharing of your Personal Information
- Right of no retaliation following opt-out or exercise of other rights
- Right to opt-out of the use of decision-making technologies

We do not provide programs, benefits, or other offerings, including payments to you, for the collection, use, retention, sale, sharing or disclosure of your Personal Information.

Our promise not to discriminate against you for exercising your rights.

We will not discriminate against you for exercising any of your privacy rights related to your Personal Information. Unless permitted by applicable law, we will not:

- Deny you goods or services.
- Charge you different prices or rates for goods or services, including through granting discounts or other benefits, or imposing penalties.
- Provide you a different level or quality of goods or services.
- Suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.

To learn more or to exercise your data rights, please contact us at compliance@clarusrd.com.

How to exercise your privacy rights

To exercise the rights described above, you need to submit your request to us by contacting us via the contact details provided in this document.

For us to respond to your request, we must know who you are. We will not respond to any request if we are unable to verify your identity and therefore confirm the Personal Information in our possession relates to you.

You are not required to create an account with us to submit your request. We will use any Personal Information collected from you in connection with the verification of your request solely for verification and shall not further disclose the Personal Information, retain it longer than necessary for purposes of verification, or use it for unrelated purposes.

How to exercise your rights to opt out

In addition to what is stated above, User may opt-out of Sale or Sharing using a web browser that supports do-not-track functionality such as Global Privacy Control, or by manually opting out in our Cookies Preference Center by clicking on the Cookie settings button and opting out of Advertising Cookies.

How and when we are expected to handle your request

We will respond to your request without undue delay, but in all cases within the timeframe required by applicable law. Should we need more time, we will explain to you the reasons why, and how much more time we need.

Should we deny your request, we will explain to you the reasons behind our denial (where envisaged by applicable law you may then contact the relevant authority to submit a complaint).

We do not charge a fee to process or respond to your request unless such request is manifestly unfounded or excessive and in all other cases where it is permitted by the applicable law. In such cases, we may charge a reasonable fee or refuse to act on the request. In either case, we will communicate our choices and explain the reasons behind them.

Additional information about Personal Information collection and processing

Legal action

The User's Personal Information may be used for legal purposes by the Owner in Court or in the stages leading to possible legal action arising from improper use of this Website or the related Services.

The User declares to be aware that the Owner may be required to reveal Personal Information upon request of public authorities.

Children's Privacy

Owner's Website is not intended to be used by children. Owner does not knowingly collect Personal Information from children under the age of 13, or 16 in California. If Owner obtains knowledge that we have Personal Information about a child under 13 who visit this Website, we will take steps to delete that information from our existing files.

Social Media Widgets

This Website may include social media features, such as the Facebook™ button, and widgets such as the ShareThis™ button, or interactive mini programs that run on this Website. These features may collect your IP address and which page you are visiting on this Website. They may also set a cookie to enable the feature to function properly. Social media features and widgets are either hosted by a third party or hosted directly on our Site. Your interactions with these features are governed by the privacy policy of the company, social media platform or third-party service, providing it.

System logs and maintenance

For operation and maintenance purposes, this Website and any third-party services may collect files that record interaction with this Website (System logs) or use other Personal Information (such as the IP Address) for this purpose.

Changes to this privacy policy

The Owner reserves the right to make changes to this privacy policy at any time by notifying its Users on this page and if there are material changes, by sending a notice to Users via any contact information available to the Owner. It is strongly recommended to check this page often, referring to the date of the last modification listed at the bottom.

Should the changes affect processing activities performed on the basis of the User's consent, the Owner shall collect new consent from the User, where required.

Opt-Out of Marketing Communications

Owner may use the contact information we collect from you to contact you regarding administrative notices, new product offerings, and communications relevant to your use this Website, to the extent permitted by applicable law. In some cases, we may use your information to inform you of new services, promotions, and other matters targeted to your interests.

If you no longer want to receive Owner emails that do not provide information about your relationship with us, you may choose to stop receiving those communications by following the unsubscribe instructions included at the bottom of the emails.

If you have questions or need assistance to opt-out, please email us at compliance@clarusrd.com. Please include your name, address (if you do not want to receive postal mail marketing), email addresses you want to unsubscribe from non-relationship emails and indicate if you do not want to receive phone marketing calls.

Definitions and legal references

Personal Information (or Information)

Any information that directly, indirectly, or in connection with other information that allows for the identification or identifiability of a natural person.

Sensitive Personal Information

Sensitive Personal Information means any Personal Information reveals information considered sensitive according to the applicable privacy law.

Usage Data

Information collected automatically through this Website (or third-party services employed in this Website), which can include: the IP addresses or domain names of the computers utilized by the Users who use this Website, the URI addresses (Uniform Resource Identifier), the time of the request, the method utilized to submit the request to the server, the size of the file received in response, the numerical code indicating the status of the server's answer (successful outcome, error, etc.), the country of origin, the features of the browser and the operating system utilized by the User, the various time details per visit (e.g., the time spent on each page within the Application) and the details about the path followed within the Application with special reference to the sequence of pages visited, and other parameters about the device operating system and/or the User's IT environment.

User

The individual using this Website who, unless otherwise specified. Users are also referred to as “you”, “your”, “yours”,

Service

The service provided by this Website.

Sale

Sale means any exchange of Personal Information by the Owner to a third party, for monetary or other valuable consideration, as defined by the applicable privacy US state law. Please note that the exchange of Personal Information with a service provider pursuant to a written contract that meets the requirements set by the applicable law, does not constitute a Sale of your Personal Information.

Sharing

Sharing means any sharing, renting, releasing, disclosing, disseminating, making available, transferring, or otherwise communicating orally, in writing, or by electronic or other means, a consumer's Personal Information by the business to a third party for cross-context behavioral advertising, whether for monetary or other valuable consideration, including transactions between a business and a third party for cross-context behavioral advertising for the benefit of a business in which no money is exchanged, as defined by the California privacy laws.

Please note that the exchange of Personal Information with a service provider pursuant to a written contract that meets the requirements set by the California privacy laws, does not constitute sharing of your Personal Information.

Cookies

Cookies are Trackers consisting of small sets of data stored in the User's browser.

Tracker

Tracker indicates any technology - e.g. Cookies, unique identifiers, web beacons, embedded scripts, e-tags and fingerprinting - that enables the tracking of Users, for example by accessing or storing information on the User's device.

You can learn more about cookies by visiting www.allaboutcookies.org, which includes additional useful information on cookies and how to block them using different browsers. If you choose to block cookies, you may not be able to use the full functionality of our Site.

Legal information

This privacy statement has been prepared based on provisions of multiple legislations.

This privacy policy relates solely to this Website, unless otherwise stated otherwise within this document.

Latest update: May 2, 2025