CyberMetrics®

1523 West Whispering Wind Drive, Suite 100, Phoenix, Arizona 85085 USA
Toll-free: 1-800-777-7020 Phone: 480-922-7300 Fax: 480-922-7400 https://cybermetrics.com

CYBERMETRICS PRIVACY POLICY

Last revised: July 13, 2026

This is the privacy policy ("*Privacy Policy*") that governs how CyberMetrics and our affiliated companies ("*CyberMetrics*", "*we*", "*our*" or "*us*"), use Personal Information (defined below) that we process in connection with your use of use of our websites: https://cybermetrics.com/, https://gagetrak.com/, and https://faciliworks.com/ and any other website, extensions, subdomain, and application programming interfaces we operate that links to this Privacy Policy (collectively, our "Sites")Please read this Privacy Policy carefully to better understand how we collect, use, and disclose Personal Information about you as you use our Sites.

1. INTRODUCTION.

We are committed to respecting privacy and recognize the need for appropriate protection and management of any Personal Information that is shared with us as part of using our Sites. As used in this Privacy Policy, "*Personal Information*" means any information relating to an identified or identifiable natural person. We may collect Personal Information from you directly through the Sites, or indirectly from third parties and cookies/tracking technologies.

You may choose whether or not to provide or disclose Personal Information in connection with your use of our Sites. If you choose not to provide certain Personal Information we request, you may still visit and use parts of our Sites but may be unable to access or use certain features or options.

Our Sites may contain links to third-party services/sites that are not owned or controlled by CyberMetrics. We are not responsible for the privacy practices or the content of those third-party services/sites and you use them at your own risk.

2. CATEGORIES OF PERSONAL INFORMATION WE COLLECT AND WHEN PERSONAL INFORMATION IS COLLECTED.

CyberMetrics collects certain information that may constitute Personal Information in the following ways:

(a) Contact Information.

In various areas of our Sites you may be required to provide basic contact information. This basic contact information is essential to the use of the Sites.

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

Email address

First name and last name

Phone number

Address

Profile information

(b) Service Login Information.

We process the username and password of users to enable secure logging into our services, and we process information regarding your role to appropriately control access to restricted content.

(c) Application for Employment.

Our Sites may allow users to submit an application for employment. If you submit an application for employment, we provide the opportunity for you to submit Personal Information related to your potential employment, including your education and employment history, address and contact information, demographic information, and any other information included in your resume or application.

(d) Social Media and Other Social Providers.

We have integrated certain third-party social media or social login providers (Such as Facebook, Google and Microsoft) to offer you their social networking services through our Sites. These social networking services may be able to collect information about you, including your activity on our Sites. If you choose to access or make use of third-party social networking services, we may receive information about you that you have made available to those social networking services, including but not limited to your basic contact information and profile on those social networking services.

(e) Usage Data.

Usage Data is collected automatically when using the Sites.

Usage Data may include information such as Your Device'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.

When You access the Sites by or through a mobile device, we may collect certain information automatically, including, but not limited to, the type of mobile device You use, Your mobile device unique ID, the IP address of Your mobile device, Your mobile operating system, the type of mobile Internet browser You use, unique device identifiers and other diagnostic data.

We may also collect information that Your browser sends whenever You visit our Sites or when You access the Sites by or through a mobile device.

(f) Personal Information Collected by Third Parties.

Please note that we use certain third-party service providers on our Sites to enhance your experience or deliver certain services. These providers may collect Personal Information about you in performing their services and/or functions on our Sites.

3. COOKIES AND OTHER TRACKING TECHNOLOGIES.

We and our service providers may use cookies and similar technologies to collect usage and browser information about how you use our Sites. The technologies we use for this automatic data collection may include cookies and web beacons that permit us to verify system and server integrity and generate statistics around the popularity of certain content. We process the information collected through such technologies, which may include or be combined with Personal Information, to help operate certain features of our Sites, to enhance your experience through personalization, and to help us better understand the features of our Sites that you and other users are most interested in.

Website Delivery and Appearance – We may use third party providers to enable content delivery. Examples include, but are not limited to, the following functionality:

- Content Delivery: We partner with service providers to host our Sites and deliver specific content in support of our services. For example, we use Google Fonts to serve fonts on our Sites. For more information about how Google collects and uses your data, visit Google's Privacy Policy.

Website Analytics – We use analytics services, that use cookies and other technologies that collect your Personal Information, to assist us with analyzing the traffic of our Sites and site usage to optimize, maintain, and secure our Sites and inform subsequent business decisions (including, e.g., advertising). These include, but are not limited to, the following third-party services:

- Google Analytics: To learn more about how Google uses data, visit Google's Privacy Policy and Google's page on "How Google uses data from sites or apps that use our services." You may download the Google Analytics Opt-out Browser Add-on for each web browser you use, but this does not prevent the use of other analytics tools. To learn more about Google Analytics cookies, visit Google Analytics Cookie Usage on Websites.

Interest-Based Advertising – We may also allow or enable third parties to collect Personal Information to provide their interest-based advertising on behalf of our products and services, or their own. Interest-based advertising occurs when advertisements are shown to you based on information collected from your online interactions over time and across multiple websites, devices, or online services that you visit or use. Some companies may engage in cross-context behavioral advertising to predict your preferences and show you advertisements that are most likely to be of interest or relevant to you. We do not control these third parties' collection or use of your information for these purposes, or the opt-out options they may individually offer you via their terms, conditions, and privacy policies. If you have any questions about an advertisement or other targeted content, you should contact the responsible provider directly. Examples of the third-party service providers we engage to serve interest-based advertisements include Google Ads (including Google Dynamic Remarketing).

Cookie Choices – To manage your preferences with respect to these technologies, you can:

- Block the collection and use of your information by online platforms and ad tech companies for the purpose of serving interest-based advertising by visiting the opt out pages of the self-regulatory programs of which those companies are members: National Advertising Initiative and Digital Advertising Alliance. Please note that even if you opt out of interest-based advertising, you may still see "contextual" ads which are based on the context of what you are looking at on the websites and pages you visit.
- Review and execute any provider-specific instructions to customize your preferences or opt-out of certain processing, including interest-based advertising, by third party service providers. For example, to opt-out of this type of advertising by Google, customize your ad preferences, or limit Google's collection or use of your data, visit Google's Safety Center and Google's Ad Settings and follow Google's personalized ad opt-out instructions.

4. THE PURPOSES FOR WHICH WE USE PERSONAL INFORMATION.

To the extent permitted by applicable law, we use Personal Information:

- To provide and personalize our Sites and services, such as processing or fulfilling orders and transactions, providing and personalizing our services, processing payments, providing customer service, maintaining or servicing accounts, verifying customer information, creating and maintaining business records, verifying eligibility, and undertaking or providing similar services.
- To optimize, improve, and maintain our Sites and related, including understanding how users interact with our Sites, gauging user interest in certain services or Site functionality, and troubleshooting problems.

- For internal research and development, such as testing, verifying, and improving the quality of our services or developing new ones.
- For marketing and advertising, including using your information to send you messages, notices, newsletters, surveys, promotions, or event invitations about our own or third parties' goods and services that may be of interest to you.
- For communicating with you, such as responding to your questions and comments or notifying you of changes to our Sites and related services.
- For legal, security, or safety reasons, such as protecting our and our users' safety, property, or rights; complying with legal requirements; enforcing our terms, conditions, and policies; detecting, preventing, and responding to security incidents; and protecting against malicious, deceptive, fraudulent, or illegal activity.
- As part of a corporate transaction, such as in connection with the sale of part or all of our assets or business, the acquisition of part or all of another business or another business' assets, or another corporate transaction, including bankruptcy.
- To fulfill any other purpose for which you provide it, including purposes described when you provide the information or give your consent.

If you are applying for employment with us, we also use Personal Information to process your job application, to verify the information you have provided in your application, conduct interviews, perform background and reference checks, to communicate with you and answer your questions, to confirm your eligibility for employment, and improve our recruiting processes. We may also save your Personal Information for future employment opportunities with us.

5. HOW WE DISCLOSE PERSONAL INFORMATION.

We do not sell, lease, rent or otherwise disclose the Personal Information collected from our Sites to third parties unless otherwise stated below or with your consent.

(a) Our Third-Party Service Providers.

We transfer Personal Information to our third-party service providers to perform tasks on our behalf and to assist us in providing our services. For example, we may share your Personal Information with service providers who assist us in performing core functions (such as hosting, data storage, and security) related to our operation of the Sites and/or by making certain interactive tools available to you as a user. We also use third parties for technical and customer support, application development, tracking and reporting functions, quality assurance, and other services. In the performance of our services, we may share Personal Information from or about you with these third parties so that we can deliver the highest quality user experience.

(b) Business Partners.

From time to time, we may partner with other companies to jointly offer products or services. If you purchase or specifically express interest in a jointly offered product or service from us, we may share Personal Information collected in connection with your purchase or expression of interest with our joint promotion partner(s). We do not control our business partners' use of Personal Information we collect, and their use of the information will be in accordance with their own privacy policies.

(c) Business Transfers

We may share or transfer Your Personal Information in connection with, or during negotiations of, any merger, sale of Company assets, financing, or acquisition of all or a portion of Our business to another company.

(d) Advertisers

From time to time, we engage advertising services to assist us in advertising our brand and services. Those services may target advertisements on third-party websites based on cookies or other information indicating previous interaction with our Sites.

(e) Aggregate Information

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

(f) Other Disclosures.

We may disclose Personal Information about you if we have a good faith belief that disclosure of such information is helpful or reasonably necessary to: (i) comply with any applicable law, regulation, legal process or governmental request; (ii) enforce our Terms of Use, including investigations of potential violations thereof; (iii) detect, prevent, or otherwise address fraud or security issues; or (iv) protect against harm to the rights, property or safety of CyberMetrics, our users, or the public. We may also disclose Personal Information to third parties when explicitly requested by or consented to by you, or for the purposes for which you disclosed the Personal Information to us as indicated at the time and point of the disclosure (or as was obvious at the time and point of disclosure)

6. RETENTION OF PERSONAL INFORMATION.

We reserve the right to retain any Personal Information as long as the Personal Information is needed to: (i) fulfill the purposes that are described in Section 5, and (ii) comply with applicable law.

We will retain and use Your Personal Information to the extent necessary to comply with our legal obligations (for example, if we are required to retain your data to comply with applicable laws), resolve disputes, and enforce our legal agreements and policies.

The Company will also retain Usage Data for internal analysis purposes. Usage Data is generally retained for a shorter period of time, except when this data is used to strengthen the security or to improve the functionality of Our Sites, or We are legally obligated to retain this data for longer time periods.

7. Transfer of Your Personal Information

Your information, including Personal Information, is processed at the Company's operating offices and in any other places where the parties involved in the processing are located. It means that this information 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.

The Company 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 Information 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.

8. DATA SECURITY.

The privacy and security of Personal Information is very important to us. Taking into account the nature, scope, context and purposes of processing Personal Information as well as the risks of varying likelihood and severity for the rights and freedoms of natural persons, CyberMetrics has implemented appropriate technical and organizational measures to ensure and to be able to demonstrate that its processing of Personal Information is performed in accordance with applicable law. However, no method of transmission over the Internet, or method of electronic storage, is 100% secure. Therefore, while we strive to use commercially acceptable means to protect Personal Information, we cannot guarantee its absolute security.

9. CHILDREN'S PRIVACY.

Our Sites are intended for individuals over eighteen 18 years of age. We do not target children and do not knowingly collect any Personal Information from children under the age of thirteen (13).

10. EMAIL COMMUNICATIONS.

To the extent we send marketing communications, you can unsubscribe from any marketing emails that we may send you by following the instructions included in the email correspondence or emailing us at webmaster@cybermetrics.com.

11. Links to Other Websites

Our Sites may contain links to other websites 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.

12. 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 Sites, prior to the change becoming effective and update the "Last updated" 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.

13. EXERCISING YOUR PRIVACY RIGHTS

Depending on where you live, you may have the following rights with respect to your Personal Information under applicable data protection laws:

- *Access* – The right to request access to and obtain a copy of any Personal Information we may have about you.
- *Deletion* – The right to delete your Personal Information that we have collected or obtained, subject to certain exceptions.
- *Correction* – The right to request that we correct any inaccuracies in your Personal Information, subject to certain exceptions.

- *Opt Out of Certain Processing* – The right to: (a) opt out of the processing of your Personal Information for purposes of targeted advertising, (b) opt out of the sale of your Personal Information; and (c) opt out of profiling in furtherance of decisions that produce legal or similarly significant effects. We do not conduct these processing activities through our Application, so we do not offer an opt out.

To exercise any of the privacy rights afforded to you under applicable data protection laws, e-mail us at webmaster@cybermetrics.com.

You will not be discriminated against in any way by virtue of your exercise of the rights listed in this Privacy Policy. However, should you withdraw your consent or object to processing of your Personal Information, or if you choose not to provide certain Personal Information, we may be unable to provide some, or all, of our services to you.

Only you, or an authorized agent that you authorize to act on your behalf, may make a request related to your Personal Information. Where permitted, we may verify your identity before fulfilling your requests, and if we cannot verify your identity, we may request additional information from you. If you are an authorized agent making a request on behalf of another person, we will also need to verify your identity, which may require proof of your written authorization or evidence of a power of attorney. We endeavor to respond to requests within the time period required by applicable law. If we require more time, we will inform you of the reason and extension period in writing.

We do not charge a fee to process or respond to your requests unless they are excessive or repetitive. If we determine that a request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request. We may deny certain requests, or only fulfill some in part, as permitted or required by law. If you are not satisfied with the resolution of your request and you are afforded a right to appeal such decision, you will be notified of our appeal process in our response to your request.

14. Contact Us

If you have any questions about this Privacy Policy, You can contact us:

By email: webmaster@cybermetrics.com

By phone number: 480-922-7300

By mail:

CyberMetrics

1523 W. Whispering Wind Drive, Suite 100

Phoenix, AZ 85085