

**PRIVACY POLICY**  
**LAST REVISED: DECEMBER 12, 2022**

This Privacy Policy describes the information Fulcrum Technologies, Inc. (“**Company**”, “**Fulcrum Technologies**”, “**us**”, “**our**”, and “**we**”), collects when you use our website (the “**Website**”) and how we use this information, with whom we share it, and the choices you have in connection with this.

## **INFORMATION WE COLLECT AND USE**

Through your use of our Website, Fulcrum Technologies may collect personal information, which is information that identifies you or relates to you as an identifiable individual. Fulcrum Technologies will collect personal information from you directly and automatically as outlined below. By using our Website, you agree to the collection and use of information in accordance with this Privacy Policy.

We use cookies and other technologies to track the use of our Website and Services. To learn about opportunities to choose not to allow cookies this information is available in our [Cookies Policy](#).

### **1. INFORMATION WE COLLECT FROM YOU**

As you use our Website or our Services, we collect personal information from you when you:

**1.1. Apply for employment.** When you apply for employment with Fulcrum Technologies, we will collect your name, email address, telephone number, physical address, and your professional or employment information (resume, cover letter, employment history, and educational history). We use this personal information to assess and manage your application with Fulcrum Technologies, communicate with you, and as necessary to comply with the law.

**1.2. Contact us.** When you contact us, we collect your name, email address, telephone number, company name, and any other information you choose to include in your correspondence. We use this personal information to respond to your questions or inquiries, troubleshoot where necessary, communicate with you, and address any issues you may have.

Fulcrum Technologies may also use your personal information collected for the above purposes to comply with the law and for other limited circumstances as described in **HOW WE SHARE YOUR INFORMATION**.

### **2. INFORMATION COLLECTED AUTOMATICALLY**

In addition to the personal information you provide, we also collect information automatically as you use our Website or our Services. This information includes your:

**2.1. Usage information.** We use strictly necessary, performance, analytics, and advertising cookies to collect information about your interaction with our Website, such as the pages you visit, the frequency of access, how much time you spend on each page, and what you click on. We use this information to: (i) conduct analytics; (ii) enhance user experience; (iii) conduct targeted online advertising and measure the effectiveness of our advertising campaigns; (iv) prevent fraudulent use of the Website; and (v) diagnose server and Website errors, and in cases of abuse, track and mitigate the abuse. Usage information is collected automatically when using the Service which 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.

**2.2. Device information.** We use strictly necessary, performance, functional, targeting, and social media cookies to collect certain information about the device you use to access our Website, such as hardware model, operating system, and your preferences. We use this personal information to (i) conduct analytics; (ii) enhance user experience; (iii) conduct targeted online advertising and measure the effectiveness of our advertising campaigns; (iv) prevent fraudulent use of the Website; (v) diagnose server and Website errors, and in cases of abuse, track and mitigate the abuse; (vi) provide enhanced functionality; and (vii) remember your preferences. When you access the Website 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.

**2.3. Location information.** We use strictly necessary, performance, analytics, and advertising cookies to collect information about your location, which may be determined through your IP address. We use this personal information to (i) conduct analytics; (ii) enhance user experience; (iii) conduct targeted online advertising and measure the effectiveness of our advertising campaigns; (iv) prevent fraudulent use of the Website; (v) diagnose server and Website errors, and in cases of abuse, track and mitigate the abuse; (vi) provide enhanced functionality; and (vii) remember your preferences.

Particular cookies to note for our Website visitors include:

- **Google Analytics and Google Tag Manager:** We use Google Analytics and Google Tag Manager to conduct analytics of our Website. In doing so, Google Analytics and Google Tag Manager may set cookies on your browser, or read cookies that are already there. Google Analytics and Google Tag Manager may also receive information about you from applications you have downloaded that partner with Google. We do not combine the information collected through the use of Google Analytics or Google Tag Manager with personally identifiable information. Google will use and share the information collected through Google Analytics in accordance with its [Terms of Use and Privacy Policy](#). To opt-out, you can download the Google Analytics [opt-out browser add-on](#).

In general, to disable cookies and limit the collection and use of information through them, you can refuse all or specific cookies within our cookie banner. To opt-out of interest based advertising generally, you can visit the [Network Advertising Initiative](#) or the [Digital Advertising Alliance](#).

### 3. HOW WE SHARE YOUR INFORMATION

Fulcrum Technologies may need to share the personal information identified in this Privacy Policy in the following instances:

- **Within Fulcrum Technologies.** Where necessary, we may share your personal information within Fulcrum Technologies in order to efficiently carry out our business and to the extent permitted by law.
- **With service providers.** We may share your personal information with our service providers that assist us in providing the Website. These service providers include our IT support, website host, and communications provider.
- **In the event of a corporate reorganization.** In the event that we enter into, or intend to enter into, a transaction that alters the structure of our organization, such as a reorganization, merger, acquisition, sale, joint venture, assignment, consolidation, transfer, change of control, or other disposition of all or any portion of our assets, we would share your personal information with third-parties, including the buyer or target (and their agents and advisors) for the purpose of facilitating and completing the transaction. We would also share your personal information with third parties if we undergo bankruptcy or liquidation, in the course of such proceedings.
- **For legal purposes.** We will share your personal information where we are legally required to do so, such as in response to court orders, law enforcement or legal process, including for national security purposes; to establish, protect, or exercise our legal rights, as required to enforce our terms of use or other contracts; to defend against legal claims or demands; to detect, investigate, prevent, or take action against illegal activities, fraud, or situations involving potential threats to the rights, property, or personal safety of any person; or to comply with the requirements of any applicable law.
- **Third Parties.** We also work with third parties to serve ads to you as part of customized campaigns on third-party platforms (such as Facebook, Twitter, and LinkedIn). As part of these ad campaigns, we or the third-party platforms may convert information about you, such as your email address and phone number, into a unique value that can be matched with a user account on these platforms to allow us to learn about your interests and serve you advertising that is customized to your interests. Note that the third-party platforms may offer you choices about whether you see these types of customized ads.

### 4. RETENTION OF YOUR PERSONAL DATA

Fulcrum Technologies will retain your personal data only for as long as is necessary for the purposes set out in this Privacy Policy. We will retain and use your personal data 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. Fulcrum Technologies 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 Service, or we are legally obligated to retain this data for longer time periods.

### 5. TRANSFER OF YOUR PERSONAL INFORMATION

Your information, including personal data, is processed at Fulcrum Technologies 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. Your consent to this Privacy Policy followed by your submission of such information represents your agreement to that transfer. Fulcrum Technologies 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.

## **6. MARKETING EMAILS**

You may opt-out of receiving marketing emails from us by clicking the “unsubscribe” link provided with each email. Please note that we will continue to send you emails necessary to the Website or any assistance you request.

## **7. WHAT RIGHTS DO I HAVE REGARDING MY PERSONAL INFORMATION AND HOW CAN I EXERCISE THESE RIGHTS?**

Under the law of some jurisdictions, you may have the right to ask us for a copy of your personal information; to correct, delete or restrict (stop any active) processing of your personal information; and to obtain the personal information you provide to us for a contract or with your consent in a structured, machine readable format, and to ask us to share (port) this information to another controller. You may be entitled to additional rights based on applicable data privacy laws in your jurisdiction.

These rights may be limited, for example, if fulfilling your request would reveal personal information about another person, or if you ask us to delete information which we are required by law to keep or which we need to defend claims against us. In addition, most web browsers have a “Do Not Track” feature that lets you tell websites you do not want to have your online activities tracked. Currently, there is not an accepted standard on how companies should respond to web browsers’ “Do Not Track” signals. Accordingly, some of our Website do not currently recognize or respond to “Do Not Track” browser signals.

To exercise any of these rights, you can get in touch with us using the details set out below. If you have unresolved concerns, you have the right to report them to your local privacy regulator or data protection authority.

When you are asked to provide personal information, you may decline. And you may use web browser or operating system controls to prevent certain types of automatic data collection. But if you choose not to provide or allow information that is necessary for certain services or features, those services or features may not be available or fully functional. Other optional information, if not provided, may impact our ability to provide a personalized experience or tailored content or offerings.

## **8. INFORMATION SECURITY**

We implement and maintain reasonable security measures to protect the personal information we collect and maintain. However, no security measure or modality of data transmission over the Internet is 100% secure and we are unable to guarantee the absolute security of the information we have collected from you.

## **9. AGE RESTRICTION**

The Website is not intended for individuals under the age of eighteen (18). If we learn that we have collected or received personal information from individuals under the age of eighteen (18), we will delete that personal information. If you believe we have personal information on individuals under the age of eighteen (18), please contact us at the contact information provided below.

## **10. CHANGES TO THIS PRIVACY POLICY**

We may change this Privacy Policy from time to time. We will post the changes to this page and will indicate the date the changes go into effect. We encourage you to review our Privacy Policy to stay informed. If we make changes that materially affect your privacy rights, we will notify you with a prominent post on our Website and obtain your consent, if required.

## **11. WHO CAN I CONTACT WITH QUESTIONS OR CONCERNS?**

If you have a privacy question, concern, or request, you can contact us at:

Fulcrum Technologies, Inc.  
1400 112th Ave SE, Suite 100  
Bellevue, WA 98004  
Email: [info@fulcrum.net](mailto:info@fulcrum.net)  
Phone: 833-227-2415

**END OF PRIVACY POLICY**