Privacy Policy

Overview

Personnel Decisions Research Institutes, LLC ("**PDRI**", "**we**" or "**us**") presents this site (the "Site") to provide information about PDRI products and services (the "**Services**"). It serves as a front door to many of our Services and allows you, the user, to connect with us in a variety of ways.

This privacy policy (this "**Privacy Policy**") provides an overview of our commitment to privacy and describes how we collect, protect, use and share personal information collected through this Site. Please note that other PDRI websites and online products and services may have their own separate privacy policies.

Data Privacy Framework

PDRI complies with the EU-U.S. Data Privacy Framework (EU-U.S. DPF) and the UK Extension to the EU-U.S. DPF, as set forth by the U.S. Department of Commerce. PDRI has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) with regard to the processing of personal data received from the European Union and the United Kingdom in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF. If there is any conflict between the terms in this privacy policy and the EU-U.S. DPF Principles, the Principles shall govern.

To learn more about the Data Privacy Framework (DPF) Program, and to view our certification, please visit https://www.dataprivacyframework.gov/.

In compliance with the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF, PDRI commits to cooperate and comply with the advice of the panel established by the EU data protection authorities (DPAs) and the UK Information Commissioner's Office (ICO) with regard to unresolved complaints concerning our handling of personal data received in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF.

Additionally, PDRI is subject to the investigatory and enforcement powers of the U.S. Federal Trade Commission for compliance with the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF. As further explained on the Data Privacy Framework program website at www.dataprivacyframework.gov, as a last resort and in limited situations, you may invoke binding arbitration when other dispute resolution procedures have been exhausted.

Pursuant to the DPF Principles, in the context of an onward transfer, PDRI has responsibility for the processing of personal data it receives under the DPF Principles, we do not transfer personal data to a third party acting as an agent on our behalf. However, in the future if we transfer personal data to a third party, PDRI shall remain liable under the DPF Principles if its agent processes such personal data in a manner inconsistent with the DPF Principles, unless PDRI proves that it is not responsible for the event giving rise to the damage.

Your rights based on the General Data Protection Regulation (GDPR)

The General Data Protection Regulation (GDPR) and UK GDPR requires us to explain the valid legal basis we rely on to process your personal data. You have the right to do the following, to the extent permitted by law:

- **The right to access** – You have the right to request from PDRI copies of your personal data.
- **The right to rectification** – You have the right to request that PDRI correct any information you believe is inaccurate. You also have the right to request PDRI to complete the information you believe is incomplete.
- **The right to erasure** – You have the right to request that PDRI erase your personal data, under certain conditions.
- **The right to restrict processing** – You have the right to request that PDRI restrict the processing of your personal data under certain conditions.
- **The right to object to processing** – You have the right to object to PDRI's processing of your personal data, under certain conditions.
- **The right to data portability** – You have the right to request that PDRI transfer the data that we have collected to another organization, or directly to you, under certain conditions.
- **Have your personal data deleted or otherwise removed.** You have the right to obtain the erasure of your data from us.
- **Receive your data and have it transferred to another controller.** You have the right to receive your data in a structured, commonly used and machine-readable format and, if technically feasible, to have it transmitted to another controller without any hindrance.
- **Lodge a complaint.** You have the right to bring a claim before your competent data protection authority.
- **Learn about the reason for data transfers.** You are also entitled to learn about the legal basis for data transfers abroad, including to any international organization governed by public international law or set up by two or more countries, such as the UN.
- **Know about security measures:** You have the right to know about the security measures we take to safeguard your data.

Collection and Use of Information

To conduct business and deliver products and services, PDRI collects and uses personal information in a variety of contexts, including:

Products and Services

Our online products and services may post specific privacy policies. We collect personal information for the purpose of providing our Services. The privacy policy applicable to a product or service may be posted on the website or other materials associated with that product or service. Any product or service that does not include its own privacy policy will inherit this Privacy Policy.

Questions and Inquiries

For inquiries and questions, we collect the inquiry or question, together with name, contact details (title, company, email address, and phone number) and any other additional information voluntarily submitted to us through a “Contact Us” form (or similar method of communication) or via email. We use such information to address the inquiry and respond to the question.

Assessments

PDRI’s assessments are used to collect information about candidates and determine a candidate’s knowledge, skills, abilities, personality traits in a variety of areas. The information captured throughout an assessment (e.g., responses to questions) is used for the purpose of that assessment (e.g., making hiring decisions) or to improve the quality of the Services.

Interviews

PDRI’s interviews may record audio and video, a transcription of the audio, chat messages, interviewer ratings and notes, as well as details on internet connection strength, and various events throughout the interview, including when participants join or leave the interview. The information captured throughout an interview is used for the purpose of that interview (e.g., making hiring decisions) or to improve the quality of the Services.

Surveys

PDRI may offer opportunities to provide feedback or participate in surveys, including surveys evaluating PDRI products, services or sites. Participation is frequently voluntary.

PDRI collects information requested in the survey questions and uses the information to evaluate, support, maintain and improve products, services or sites, develop new products and services, conduct educational research and for other purposes specified in the survey.

Employment

We collect personal information from individuals seeking employment. We use personal information submitted through our online employment application portals to evaluate applications for employment.

Contractors and Authors

We collect personal information from individuals, including those who are our contractors and authors, for purposes of our contractual relationship and agreement with such individuals. This information may include name, contact information, contractual details, banking information required to submit payment, and social security number or tax identification number and other information required to comply with applicable laws.

Small Business Interest

We collect corporate and personal information from small businesses interested in partnering with PDRI. This information may include name, contact information, company name, company website, DUNS, tax ID, and basic corporate metrics (e.g., number of employees, gross annual income, and corporate demographics) to allow PDRI to evaluate their suitability for small business agreements.

Anonymized and Aggregated Data

Anonymization is a data processing technique that modifies personal data so that it cannot be associated with a specific individual. Except as described in this section, none of the other provisions of this Privacy Policy applies to anonymized or aggregated customer data (i.e., information about individuals that we combine together so that it no longer identifies or references an individual).

PDRI may use anonymized or aggregate data for any business purpose, including to better understand user needs and behaviors, improve the Services, conduct business intelligence and marketing, detect security threats, and train our algorithms and models. PDRI or PDRI's third party advertising partners may also collect certain anonymous or aggregate information. For example, PDRI may use a user IP address to diagnose problems with PDRI's servers or software and gather demographic information. PDRI's third party advertising partners may also provide us with aggregate, but not individual, reports that will tell us how many ads were presented and clicked upon on our Services.

Other Collection and Use of Information

Application and System Logs

PDRI automatically collects log data to help ensure the delivery, availability and security of this Site. Log data may include technical information about how a user or visitor connected to this Site, such as browser type, type of computer/device, operating system, internet service provider and IP address. We use this information for support purposes and to monitor the health of the Site, identify problems, improve service, detect unauthorized access and fraudulent activity, prevent and respond to security incidents and appropriately scale computing resources or to improve the quality of the Services.

Web Analytics

PDRI may use third party web trend analytical services, including Google Analytics, to collect visitor information, such as IP addresses, browser types, referring pages, pages visited, and time spent on a particular site. While these analytical services collect and report information on an anonymous basis, they may use cookies to gather web trend information.

The information gathered may enable PDRI (but not the third-party web trend services) to link information with application and system log data. PDRI uses this information for system administration and to identify problems, improve service, detect unauthorized access and fraudulent activity, prevent and respond to security incidents, appropriately scale computing resources and otherwise support and deliver the Services or to improve the quality of the Services.

Cookies and Related Technologies

This Site uses cookies and similar technologies, as further explained in our Cookies Policy (the "**Cookies Policy**"). Browser controls and other tools may be used to control, block or delete cookies and these technologies. Disabling or blocking cookies and such technologies, however, may prevent or impair functionality and use of the Site.

Do Not Track

Except as may otherwise described in the Cookies Policy, the Services currently does not respond to "Do Not Track" signals.

Security

PDRI uses appropriate physical, administrative and technical security measures to protect personal information from unauthorized access, use and disclosure.

Children

This Site is not directed to children under the age of 18, and PDRI does not knowingly collect the information of individuals under the age of 18.

Marketing

Except as otherwise provided in privacy policies related to specific contexts, such as a product- or service-specific privacy policy that deviates from this Privacy Policy, PDRI may send or direct marketing communications to adults, provided that:

• Such marketing is consistent with applicable law and PDRI's legal obligations;

• PDRI will not knowingly direct or send marketing communications to an individual who has expressed a preference not to receive marketing; and

• Where required by applicable law, express or implied consent to marketing exists and has not been withdrawn.

PDRI may provide personal information to a third-party service provider on a restricted basis to provide marketing solely on behalf of PDRI and affiliated companies or to improve the quality of the Services, but not for marketing of any third-party products or services.

PDRI does not permit third party ad networks or similar services to access or collect Personal Information within this Site.

Sale of Personal Information

PDRI does not rent or sell personal information in exchange for any payment of money.

While PDRI does not sell personal information, as defined in Nevada law, Nevada residents may email a request for no sale of their personally identifiable information to support@pdri.com.

Supplemental Privacy Statement for Certain United States Residents

Residents of California, Colorado, and Virginia should read our Supplemental Privacy Statement in conjunction with this Privacy Policy. The Supplemental Privacy Statement explains PDRI's commitment to comply with consumer privacy laws and applies to personal information collected through the Services.

Sharing and Disclosure

In addition to as otherwise provided elsewhere herein, PDRI may disclose personal information, as follows:

• As required by law;

With the consent of the individual (or their parent, if the individual is a minor);

• In response to a subpoena, court order or legal process, to the extent permitted or required by law;

• To protect the security and safety of individuals, data, assets and systems, consistent with applicable law;

• In connection the sale, joint venture or other transfer of some or all of its company or assets, subject to the provisions of this Privacy Policy;

• To investigate or address actual or suspected fraud or other illegal activities;

• To exercise its legal rights, including enforcement of any applicable terms of use for this Site or another contract; and

• To affiliated PDRI companies and other companies and organizations who perform work for PDRI and are obligated to protect the privacy of personal information consistent with this Privacy Policy.

Requests and Contact

Please contact support@pdri.com about this Privacy Policy or if you have any requests or questions relating to the privacy of your personal information.

Changes to this Privacy Policy

Users should review this Privacy Policy frequently. We may revise this Privacy Policy from time to time through an updated posting. We will identify the effective date of the revision in the posting. Often, updates are made to provide greater clarity or to comply with changes in regulatory requirements. If the updates involve material changes to the collection, protection, use or disclosure of Personal Information, PDRI will provide notice of the change through a conspicuous notice on this site or other appropriate way. Continued use of the Site after the effective date of a posted revision evidence, and shall be deemed, an acceptance of such updated Privacy Policy by the user of this Site and the Services to which it applies.

Last Update: August 11, 2025