



## **Privacy policy for OPTM360 raters and participants**

**Updated:** August 5, 2012

### **What information do we collect?**

We collect information from you when you respond to an OPTM360 survey.

### **What do we use your information for?**

Any of the information we collect from you may be used in one of the following ways:

- To provide an OPTM360 report to a colleague in your organization
- As part of a group report about OPTM360 responses in your organization
- To help The Talent Strategy Group analyze and improve the OPTM360 process

### **How do we protect your information?**

We implement a variety of security measures to maintain the safety of your personal information when you enter, submit, or access your personal information.

We offer the use of a secure server. For those organizations that elect this option, all supplied sensitive information is transmitted via Secure Socket Layer (SSL) technology. Only those authorized with special access rights to our systems can access this data. Your response data can not be changed by employees of The Talent Strategy Group. All employees of The Talent Strategy Group and any contractors are required to keep the information confidential.

The data that you submit is stored on servers that are protected by the advanced physical and electronic security measures.

### **Do we use cookies?**

We do not use cookies.

### **Do we disclose any information to outside parties?**

We do not sell or trade, or otherwise transfer your personally identifiable information. This does not include trusted third parties who assist us in operating our website, conducting our business, or servicing you, so long as those parties



agree to keep this information confidential. We may also release your information when we believe release is appropriate to comply with the law, enforce our site policies, or protect our or other's rights, property, or safety.

### **California Online Privacy Protection Act Compliance**

Because we value your privacy we have taken the necessary precautions to be in compliance with the California Online Privacy Protection Act. We therefore will not distribute your personal information to outside parties without your consent.

### **Children's Online Privacy Protection Act Compliance**

We are in compliance with the requirements of COPPA (Children's Online Privacy Protection Act), we do not collect any information from anyone under 13 years of age. Our website, products and services are all directed to people who are at least 13 years old or older.

### **Terms and Conditions**

Please also visit our Terms and Conditions section establishing the use, disclaimers, and limitations of liability governing the use of our website at <http://onepage360.com/privacy.html>

### **Your Consent**

By using our site, you consent to our website's privacy policy.

### **Changes to our Privacy Policy**

If we decide to change our privacy policy, we will send an email notifying you of any changes.

### **Contacting Us**

If there are any questions regarding this privacy policy you may contact us using the information below.

<http://www.talentstrategygroup.com>

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