

1DGR, Inc. Privacy Policy (United States)
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1. Introduction

1DGR, Inc. (“**1DGR**,” “**we**,” “**us**,” or “**our**”) provides a career intelligence and workforce insights platform designed to support professional development, labor market analysis, benchmarking, and related employment-adjacent insights (the “**Services**”).

1DGR is not an employer, recruiter, staffing agency, background check provider, or hiring authority. We do not make employment, hiring, compensation, or eligibility decisions, and the Services are not intended to be used as a substitute for professional judgment or compliance processes.

This Privacy Policy explains how we collect, use, disclose, and retain personal information when you interact with our Services.

2. Scope of This Policy

This Policy applies to personal information we collect when you:

- visit or use the Services or website;
- create or manage an account;
- upload professional, career, or workforce-related information;
- participate in analytics, benchmarking, surveys, or testing features;
- communicate with us, including support or feedback;
- engage with us as a customer, prospective customer, user, or business contact.

This Policy does **not** apply to third-party websites, services, or platforms that we do not control, even if they are linked through the Services.

3. Testing and Beta Status Notice

The Services may be offered in testing, pilot, or beta form. As a result:

- certain features, analytics, models, or interfaces may be experimental or incomplete;
- data accuracy, availability, and outputs are not guaranteed;
- features may change, be removed, or be discontinued without notice;
- data submitted during beta phases may be deleted or reset.

You should not rely on the Services for employment, legal, financial, regulatory, or compliance decisions.

4. Who This Policy Covers

Depending on your relationship with 1DGR, we may collect and process information relating to:

- Individual Users (professionals, contributors, or participants)
- Customer Representatives (companies or organizations using or evaluating the Services)
- Site Visitors and Business Contacts
- Research, Analytics, or Benchmarking Participants

5. Information We Collect

a. Information You Provide Directly

- Name, preferred name, email address, phone number
- Account credentials and authentication information
- Resume or CV information, employment history, education, skills, certifications
- Career preferences, responses to surveys, assessments, or prompts

- Feedback, support requests, communications, or submissions

b. Automatically Collected Information

- IP address and approximate location (city/state)
- Device identifiers, browser type, operating system
- Usage data, log data, pages viewed, timestamps
- Cookies and similar technologies

c. Professional and Workforce-Related Information

- Role, title, seniority, industry, function
- Compensation ranges or benchmarks (if voluntarily provided)
- Workforce trends or aggregated labor insights derived from inputs

d. Sensitive Personal Information

In limited cases, we may process information considered “sensitive” under applicable law (such as demographic or employment-related data), only where lawful, with appropriate safeguards, and where required, with consent. We do not use sensitive personal information for advertising or to make employment decisions.

e. Deidentified and Aggregated Information

We may create aggregated, anonymized, or deidentified datasets that cannot reasonably be used to identify an individual and use them for lawful business purposes, including research, analytics, and product improvement.

6. How We Collect Information

We collect information:

- **Directly from you** when you provide it through the Services
- **Automatically** through cookies, logs, and similar technologies
- **From customers or partners** in connection with workforce analytics or benchmarking
- **From publicly available sources**, where permitted by law

7. How We Use Information

We use personal information to:

- provide, operate, and maintain the Services
- generate workforce insights, analytics, and benchmarking
- test, evaluate, and improve features, including AI-assisted tools
- communicate with users, customers, and business contacts
- respond to inquiries and provide support

- maintain security, prevent misuse, and protect the Services
- comply with legal obligations and enforce agreements

We do not use personal information to make employment, hiring, promotion, or compensation decisions.

8. Automated Processing and Artificial Intelligence

We may use automated systems, machine learning, or artificial intelligence to analyze information and generate insights.

These outputs:

- are **informational and analytical only**
 - do **not** constitute employment, legal, or professional advice
 - are **not** used as the sole basis for decisions affecting individuals
 - may be based on aggregated or deidentified data
-

9. How We Disclose Information

We may disclose personal information in the following circumstances:

a. To Service Providers and Contractors

We disclose information to service providers and contractors that perform services for us, such as hosting, communications, analytics, customer support, verification, screening, security, and similar operational services. Those parties are authorized to use the information only to provide services to us or as otherwise permitted by law and contract.

b. To Customers or Authorized Parties

Where relevant to the Services, we may disclose information to customers or authorized parties, in connection with analytics or benchmarking outputs, subject to contractual and confidentiality protections.

c. In Corporate Transactions

We may disclose information in connection with a merger, acquisition, financing, restructuring, sale of assets, bankruptcy, or similar transaction.

d. For Legal, Safety, and Security Reasons

We may disclose information:

- to comply with law, legal process, or government requests;

- to enforce our terms and protect our rights;
- to investigate fraud, abuse, or security incidents; or
- to protect the safety, property, or rights of Edify, users, customers, or others.

e. With Your Direction or Consent

We may disclose information when you ask us to or otherwise authorize the disclosure.

No Sale or Targeted Advertising

As of the Last Updated date of this Policy, 1DGR does not sell personal information for money and does not share personal information for cross-context behavioral advertising as defined under U.S. state privacy laws.

10. Data Retention

We retain personal information for as long as reasonably necessary for the purposes described in this Policy, including to:

- provide the services;
- maintain business and operational records;
- comply with legal, tax, accounting, audit, and regulatory requirements;
- resolve disputes; and
- protect against fraud, misuse, or security incidents.

Retention periods vary based on the type of information, the context in which it was collected, and our legal obligations. When information is no longer required, we will delete, deidentify, anonymize, or securely dispose of it as appropriate.

Retention periods vary based on context and data type.

Beta or testing data may be deleted without notice.

11. Your Privacy Rights and Choices

Depending on where you reside and subject to applicable exceptions, you may have the right to:

- confirm whether we process your personal information;
- request access to or a copy of your personal information;
- request correction of inaccurate information;
- request deletion of personal information;
- obtain a portable copy of certain data;

- opt out of certain profiling or targeted advertising activities, where applicable; and
- appeal a decision we make on a privacy rights request.

To submit a request, contact us using the details in the **How to Contact Us** section below. We may need to verify your identity before processing your request. You may also designate an authorized agent where permitted by law.

Marketing Choices

You may opt out of marketing emails by using the unsubscribe link in the message or by contacting us. Even if you opt out of marketing messages, we may still send you non-promotional messages about your account, a transaction, or our ongoing business relationship.

State Privacy Law Disclosures (U.S.)

As provided above, certain state privacy laws give you rights over your personal information like The California Consumer Privacy Act (CCPA) and similar state privacy laws. However, those rights do not apply to all types of information we handle like:

- Publicly available information subject to state public records laws and court rules; and
- Information governed by federal privacy laws, such as the Fair Credit Reporting Act (FCRA), Driver's Privacy Protection Act (DPPA), and the Gramm-Leach-Bliley Act (GLBA).

Because those laws and rules apply instead, the CCPA and similar state privacy laws generally do not apply to that information.

We will not discriminate against you for exercising privacy rights.

12. Cookies and Similar Technologies

We use cookies, pixels, local storage, and similar technologies to:

- operate and secure the Services;
- remember preferences;
- understand site traffic and usage patterns; and
- improve functionality and performance.

You can manage cookies through your browser settings. Disabling cookies may affect functionality.

Do Not Track and Global Privacy Control

Some browsers transmit “Do Not Track” or similar signals. Because standards remain inconsistent, we may not respond to all browser-based Do Not Track settings. However, where required by law, we will process recognized opt-out preference signals, including Global Privacy Control (GPC), in a manner consistent with applicable law.

13. Data Security

We use administrative, technical, and physical safeguards designed to protect personal information against unauthorized access, loss, misuse, alteration, and disclosure. No security measure is perfect, and no method of transmission or storage can be guaranteed to be completely secure. You should use care when submitting information to us and promptly notify us if you believe your interaction with us is no longer secure.

14. International Access

1DGR is based in the United States. If you access the website or services from outside the United States, you understand that your information may be transferred to, stored in, and processed in the United States or other jurisdictions where we or our service providers operate. Those jurisdictions may not provide the same level of data protection as your home jurisdiction.

15. Children and Minors

The Services are intended for adults. We do not knowingly collect personal information directly from children under 18. If we learn that we have done so, we will take appropriate steps to delete the information.

16. Changes to This Policy

We may update this Policy from time to time. When we do, we will revise the “Last Updated” date and post the updated version. If required by law, we will provide additional notice.

17. How to Contact Us

If you have questions about this Policy, our privacy practices, or your rights, please contact:

Email: privacy@1dgr.com

California Privacy Rights

a. Categories of Personal Information Collected

Within the preceding 12 months, 1DGR may have collected the following categories of personal information, depending on your interaction with the Services:

- Identifiers (e.g., name, email address, IP address)
- Customer records information (e.g., account details, communications)
- Professional or employment-related information (e.g., role, skills, employment history voluntarily provided)
- Education information
- Internet or electronic network activity information (e.g., usage data, logs, device information)
- Approximate geolocation data (e.g., city or state inferred from IP address)
- Sensitive personal information, in limited circumstances and only as permitted by law

We do not knowingly collect personal information from children under 18.

b. Sources of Personal Information

We collect personal information from:

- You directly
- Your devices or browser automatically
- Customers or partners in connection with analytics or benchmarking
- Publicly available or lawful third-party sources

c. Business and Commercial Purposes for Processing

We collect and use personal information for the purposes described in this Privacy Policy, including to:

- Provide, operate, and improve the Services
- Generate analytics, benchmarking, and workforce insights
- Communicate with users and customers
- Maintain security and prevent misuse
- Comply with legal obligations and enforce agreements

d. Categories of Recipients

We may disclose personal information to:

- Service providers and contractors
- Customers or authorized parties (subject to contractual safeguards)
- Professional advisors

- Government entities or regulators where legally required
- Parties involved in a corporate transaction

e. Sale, Sharing, and Targeted Advertising

1DGR does not sell personal information for monetary consideration.

1DGR does not share personal information for cross-context behavioral advertising, as those terms are defined under the CCPA/CPRA.

f. Sensitive Personal Information

1DGR uses sensitive personal information only as reasonably necessary to:

- Provide the Services
- Ensure security and integrity
- Perform analytics and product improvement
- Comply with legal obligations

We do not use sensitive personal information to infer characteristics for advertising purposes.

g. Your California Privacy Rights

Subject to applicable exceptions, California residents have the right to:

- Know what personal information we collect, use, and disclose
- Access personal information
- Correct inaccurate personal information
- Delete personal information
- Limit the use and disclosure of sensitive personal information
- Appeal a decision regarding a privacy rights request

You may designate an authorized agent to make a request on your behalf, subject to verification requirements.

h. Exercising Your Rights

To exercise your California privacy rights, contact us at: privacy@1dgr.com

Please include sufficient information for us to verify your identity and understand your request. We may request additional information for verification purposes.

i. Non-Discrimination

1DGR will not discriminate against you for exercising any rights provided under California law.