

TruPayroll Privacy Policy

Last Revision Date: January 18, 2012

TruPayroll (“TruPayroll”) recognizes the importance of protecting your privacy. The following Website Privacy Notice (“Privacy Notice”) provides important information about your privacy in connection with your use of TruPayroll’ website. Please review it carefully. It describes what information TruPayroll collects, how TruPayroll collects that information, and how TruPayroll stores, uses, transfers, and discloses (collectively “Uses”) the collected information. Your continued use of this website constitutes your agreement with this Privacy Notice and any subsequent updates.

Subsidiary, Affiliate, Partner and Third-Party Websites

This Privacy Notice applies to this website only. To the extent that this website permits you to link to or otherwise access the websites of TruPayroll’ subsidiaries, affiliates, partners, or other third-parties, separate privacy policies may apply to those linked websites. Those separate privacy policies may contain terms different than those contained in this Privacy Notice, and your access to and use of such linked websites are not governed by this Privacy Notice. TruPayroll expressly disclaims any and all responsibility for your access to and use of such linked websites, as well as for any use of the information that you may provide, or any information that may be collected about you, at such linked websites.

Purpose of Collection of Personal Information

While visiting the TruPayroll website you may be asked to voluntarily provide personal information in order to accomplish the purpose of your visit. For example, if you visit the Careers section of the site to explore employment opportunities, you may be asked to provide your email address, residence, education, work experience, and other similar information.

Information Collected from Cookies and Other Technologies

TruPayroll’ website, online services, applications, email messages, and advertisements, if any, may use “cookies” and other technologies such as pixel tags and web beacons to collect information about you (pixel tags and web beacons, also known as clear GIFs, action tags or web tags, are referred to in this Privacy Notice collectively as “Other Technologies”). A cookie is a small data file stored on your computer’s hard drive and accessed by your web browser. Where used, a cookie can associate the identification numbers built into the cookie with information about you that you may have provided to TruPayroll. This association allows TruPayroll to recognize your computer when you visit our website. Other Technologies can be used to tell where on the website you have visited, count how many users visited certain web pages within the website, and measure the effectiveness of advertisements, if any, and web searches. Your web browser settings can affect the amount of information transmitted.

Like many websites, this site also automatically collects some tracking information and stores that tracking information in an anonymous, aggregated and non-personal format. This tracking information includes Internet Protocol (IP) addresses, browser type and language, Internet Service Provider (ISP) information, operating system used, date and time stamps and click stream data. This tracking information is used to understand and analyze trends, to administer the website, and to learn about user behavior on the site. However, TruPayroll may use IP addresses to help identify you when TruPayroll feels, in its sole discretion, that it is necessary to enforce compliance with this Privacy Notice,

to protect its services, website, systems, information, employees, business partners, subsidiaries, affiliates, users, customers or others, or when required by law or for law enforcement purposes.

Disclosure of Personal Information to Third Parties

TruPayroll will not share personal information collected from you with third parties for purposes other than those in support of TruPayroll's operations and as necessary to facilitate the purpose for which you provided it. In some cases TruPayroll may share the information with its affiliated companies or with third party service providers retained by TruPayroll to provide services on its behalf. These affiliated companies or third party service providers will use your information only to accomplish the purposes for which the information was collected.

TruPayroll is a United States corporation with operations in many other countries. From whatever place you provide information to this website (or from which information is collected), you should expect that it will be processed and viewed in the United States. Your use of this website constitutes your consent for any cross-border data transfer resulting from such use. Your information may also be shared under the following circumstances: (i) if TruPayroll is required to do so by law enforcement authorities or government agencies; and (ii) in connection with investigations or other efforts to prevent illegal activities or pertaining to public safety.

TruPayroll may disclose and transfer your personal information during a merger or during the divestiture of company assets. However, we will require the acquiring organization to agree to protect the privacy of your personal information consistent with this Privacy Notice.

Integrity, Protection and Retention of Your Personal Information

While TruPayroll endeavors to protect your personal information, we cannot warrant the security of any personal information, and ultimately you provide your personal information to us at your own risk. TruPayroll uses industry standard efforts and security practices to safeguard your personal information, and uses commercially reasonable efforts to employ security measures designed to protect your personal information from access by unauthorized persons.

Children

TruPayroll does not knowingly collect information from children under the age of 13 and does not target its websites to children under 13. TruPayroll encourages parents and guardians to take an active role in their children's online activities and interests.

Changes to this Privacy Notice and Notification to You

TruPayroll reserves the right, in its sole discretion, to make changes to this Privacy Notice. When changes are made to the Privacy Notice, the "Last Revision Date" field at the top of the Privacy Notice will be updated accordingly. Changes to the Privacy Notice become effective upon posting and updating the "Last Revision Date". TruPayroll encourages you to periodically review the Privacy Notice to be informed of any changes.

Questions and Comments: If you have any questions, comments or suggestions on how we can make this website more useful, please contact our office.

