

Privacy Policy

Last updated: 15th January, 2020

SpringRole INC. ("us", "we", "our" or "SpringRole") operates <http://springrole.com> (the "Site"). This page informs you of our policies regarding the collection, use and disclosure of Personal Information we receive from users of the Site.

We use your Personal Information only for providing and improving the Site. By using the Site, you agree to the collection and use of information in accordance with this policy.

INFORMATION COLLECTION AND USE

While using our Site, we may ask you to provide us with certain personally identifiable information that can be used to contact or identify you. Personally identifiable information may include, but is not limited to your name ("Personal Information"). You always have the choice not to disclose information to us, but keep in mind some information may be needed to register with us and to take advantage of certain functionality.

We limit access to your personal information to our employees and contractors who have a legitimate need to use it. If we share your information with other parties (like developers, service providers, domain registrars, and reselling partners), we will ensure that they have appropriate security measures and a valid reason for using your information.

NARURE OF INFORMATION COLLECTED

1) Sign-up, billing and Account information.

When you subscribe and sign-up to use the Site, we may collect your (i) contact information such as name, e-mail address, mailing address, IP address, geographic location, or phone number; (ii) billing information, such as credit card number and billing address; (iii) name and e-mail address and (iv) unique identifiers, such as username, account number or password.

2) SpringRole Careers.

When you apply for an open position by populating the application form, we may collect your (i) contact information, such as name, email address, mailing address, phone number, links to your social networking profiles; and (ii) any other information contained in the resume that you submit to us.

3) Events and Programs.

When you attend an event or sign up for a program conducted by SpringRole, including webinars or seminars, we may collect your contact information such as name, e-mail address, designation and company name.

Subject to this Notice and the Terms of Service, we will use data as described above, including without limitation, to (i) provide you the service(s) opted by you; (ii) send you communication from the Service(s); (iii) assess needs of your business to determine or suggest suitable service(s); (iv) send you requested information about our service(s); (v) respond to customer service requests, questions and concerns; (vi) administer your Account; (vii) send you promotional and marketing communications (where you have requested us to do so); and (viii) facilitate your transactions with other users when you use our service(s) (ix) analyze the information we collect to understand user needs and to improve our websites and services.

LOG DATA

We collect information that your browser sends whenever you visit our Site ("Log Data"). This Log Data may include information such as your computer's Internet Protocol ("IP") address, browser type, browser version, pages of our Site that you visit, the time and date of your visit, the time spent on those pages and other statistics. In addition, we may use third party services such as Google Analytics that collect, monitor and analyze the Log Data to serve you better...

COOKIES

Cookies are files with small amount of data, which may include an anonymous unique identifier. Cookies are sent to your browser from a web site and stored on your computer's hard drive. Like many sites, we use "cookies" to collect information. You can instruct your browser to refuse all cookies or to indicate when a cookie is being sent. However, if you do not accept cookies, you may not be able to use some portions of our Site.

ANALYTICS.

We automatically receive and record certain Personal Information of yours and Log Data when you visit our Site. This includes device model, IP address, the type of browser being used, usage pattern through cookies and browser settings, query logs and product usage logs. We also collect clicks, scrolls, conversion and drop-off on our Site and service(s) to render user journey at real-time. Subject to this Notice, we will use such data, including without limitation, to (i) assess needs of your business to determine or suggest suitable service(s); (ii) send you requested information about the service(s); (iii) respond to customer service requests, questions and concerns; and (iv) for analytical purposes.

You authorize SpringRole and its service providers to perform analytics on such collected data, to (i) improve, enhance, support and operate the Site (ii) compile statistical reports and record insights into usage patterns.

SECURITY

The security of your Personal Information is important to us, but remember that no method of transmission over the Internet, or method of electronic storage, is 100% secure. While we strive to use commercially acceptable means to protect your Personal Information, we cannot guarantee its absolute security.

We do not currently honor Do Not Track signals from internet browsers; when a universal standard for processing them emerges, we will follow it.

DISCLOSURE AND LEGAL COMPLIANCE

We will disclose your Personal Information and Log Data where required to do so by law or subpoena or if we believe that such action is necessary to comply with the law and the reasonable requests of law enforcement or to protect the security or integrity of our service.

LINKS TO OTHER SITES

Our websites will occasionally have links to other websites that are not operated by SpringRole. We are not responsible for the contents of those websites and have no control over what information they may or may not collect from you.

DATA STORAGE

We use third party vendors and hosting partners to provide the necessary hardware, software, networking, storage, and related technology required to run the Site and allied services. Although Springrole owns the Site, the code, databases, you retain all rights to your data.

DATA TRANSFER

We may transfer your Personal Information to our service providers and others located in the United States or elsewhere in the world for the purposes described in this Privacy Policy. Different countries have different privacy laws and requirements, and some, including the United States, provide less legal protection for your personal information than others. Please know, however, that no matter where your Personal Information is collected, used, transferred or stored, if it was collected through our Site, it will be governed by and used in accordance with the terms of this Privacy Policy.

BASIS FOR PROCESSING PERSONAL INFORMATION

Our legal basis for information collection and use depends on the collected Personal Information and the context in which we collect it. Most of our information collection and processing activities are typically based on (i) contractual necessity, (ii) one or more legitimate interests of SpringRole or a third party that are not overridden by your data protection interests, or (iii) your consent. Sometimes, we may be legally required to collect your information, or may need your personal information to protect your vital interests or those of another person.

Withdrawal of consent: Where we rely on your consent as the legal basis, you have the right to withdraw your consent at any time, but this will not affect any processing that has already taken place.

Legitimate interests notice: Where we rely on legitimate interests as the legal basis and those legitimate interests are not specified above, we will clearly explain to you what those legitimate interests are at the time that we collect your information.

CALIFORNIA-RESIDENT SPECIFIC RIGHTS

To the extent you are a 'consumer' as defined under the California Consumer Privacy Act of 2018 ("CCPA") and SpringRole is a 'business' as defined under CCPA, the following applies to you:

Subject to the provisions of the CCPA, you have the right to request in the manner provided herein, for the following:

a. Right to request for information about the:

- Categories of Personal Information
- Specific pieces of Personal Information.
- Categories of sources from which the Personal Information is collected.
- Business or commercial purpose for collecting Personal Information.
- Categories of third parties with whom the business shares Personal Information.

b. Right to request for deletion of any Personal Information

If you seek to exercise the foregoing rights to access or delete Personal Information which constitutes 'personal information' as defined in CCPA, please contact us at privacy@springrole.com. By writing to us, you agree to receive communication from us seeking information from you in order to verify you to be the consumer from whom we have collected the Personal Information from and such other information as reasonably required to enable us to honor your request.

CHANGES TO PRIVACY POLICY

This Privacy Policy is effective as of (15th January 2020) and will remain in effect except with respect to any changes in its provisions in the future, which will be in effect immediately after being posted on this page. We reserve the right to update or change our Privacy Policy at any time and you should check this Privacy Policy periodically. Your continued use of the Site after we post any modifications to the Privacy Policy on this page will constitute your acknowledgment of the modifications and your consent to abide and be bound by the modified Privacy Policy. If we make any material changes to this Privacy Policy, we will notify you either through the email address you have provided us, or by placing a prominent notice on our website. Contact us if you have any questions about this Privacy Policy.

DELETION OF INFORMATION

We keep your Personal Information for as long as it is required for the purposes stated in this Privacy Policy. When we no longer have a legitimate need to process your information, we will delete, anonymize, or isolate your information, whichever is appropriate in our reasonable opinion.

YOUR RIGHTS REGARDING THE DATA COLLECTED BY SPRINGROLE

You have the following data protection rights regarding your Personal Information. If you wish to access, correct, update or request deletion of your Personal Information, you can do so at any time by contacting us.

You can object to processing of your Personal Information, ask us to restrict processing of your Personal Information or request portability of your Personal Information by contacting us.

You have the right to opt-out of marketing communications we send you at any time. You can exercise this right by clicking on the “unsubscribe” or “opt-out” link in the marketing e-mails we send you. To opt-out of other forms of marketing (such as postal marketing or telemarketing), please contact us.

Similarly, if we have collected and process your Personal Information with your consent, then you can withdraw your consent at any time. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect processing of your Personal Information conducted in reliance on lawful processing grounds other than consent.

You have the right to complain to a data protection authority about our collection and use of your Personal Information. For more information, please contact your local data protection authority. If you seek access to, or wish to correct, update, modify or delete Personal Information (hereinafter referred to as a “Request”) which forms a part of collected data, please contact us at privacy@springrole.com

LINKS TO THIRD PARTY SITES

Our Site contain links to other websites that are not owned or controlled by SpringRole. Please be aware that we are not responsible for the privacy practices of such other websites or third parties. We encourage you to be aware when you leave our Site and to read the privacy policies of each and every website that collects Personal Information.

COMPLIANCE WITH THIS PRIVACY POLICY

We make every effort, including periodic reviews, to ensure that personal information you provide is used in conformity with this Privacy Policy. If you have any concerns about our adherence to this Privacy Policy or the manner in which your personal information is used, kindly write to us at privacy@springrole.com

CONTACTING SPRINGROLE

If you have any questions about this privacy notice or your dealings with SpringRole, you can contact us at 1447, 2nd Street, Suite 200, Santa Monica, 90401