



[This CCPA Notice](#) describes how DESRI Inc. (“Company,” “we,” or “us”) collect, use, and disclose personal information about California residents who are subject to the California Consumer Privacy Act of 2018 (“CCPA”).

Personal Information is defined in the CCPA as data that identifies, relates to, or might reasonably be attributed directly or indirectly to a specific California citizen or citizens of other states with privacy laws that mirror the CCPA.

## Online Privacy Statement Highlights

This page highlights some of the key elements of our Online Privacy Statement which takes into account the requirements of the CCPA. Both this page and our Online Privacy Statement apply to [www.desri.com](http://www.desri.com), the official website of DESRI, and any other websites we publish for our various products and services that may contain a link to this statement. For more information, please read our complete [Online Privacy Statement](#). Certain terms used in this statement have the meaning given to them [here](#).

### Information Collected

---

There are two types of information that we obtain from you online and then store and use:

- non-personal information that’s collected automatically from each visitor, such as the type of browser you are using or your device operating system; and
- personal information that is collected automatically or that you voluntarily provide to us through the “contact us” functionality or similar fields or forms or by emailing us.

[More details](#)

### Your Privacy Choices

---

You do not have to provide personal information to utilize the features of our website.

[More details](#)

### Contacting Us

---

**Address:** DESRI  
1166 Avenue of the Americas, 9th Floor  
New York, NY 10036

### Uses of Information

---

We use voluntarily provided personal information for internal business purposes such as to process your requests and to communicate directly with you. We share personal information when needed to fulfill our legal obligations and when our vendors need it to perform under the contracts we have with them. We do not sell, rent, or trade your personal information to or with third party data vendors or marketing companies. As you might expect, we disclose your information when required by law.

We use non-personal information to administer our website and to inform its content and user experience.

[More details](#)

### Your Privacy Rights

---

Certain of our business activities in California implicate obligations under the California Consumer Privacy Act (“CCPA”). We comply with those obligations by, among other things, providing information [here](#) about the rights California residents have under the CCPA.

**Email:** [desri-privacy@desri.com](mailto:desri-privacy@desri.com)

**Phone:** +1 (212)-478-0300

# Online Privacy Statement

Thank you for visiting the DESRI's website and viewing this privacy statement. We use this statement to tell you about the types of information we collect from you when you visit or use our website. More specifically, this statement tells you:

- the types of information we collect and how we collect it;
- the ways in which we use, share, and protect that information;
- the choices you have in controlling the collection of your information; and
- your ability to access and update your information.

**By using our website, you are signifying to us that you agree with this privacy statement and that we may use and disclose your information as described herein.** Although our website may contain links to other sites controlled by third parties, you should be aware that we are not responsible for the privacy practices of those, or any other, sites. If you have questions about how those sites collect and use data, you should carefully read their privacy policies.

This privacy statement is effective as of January 1, 2022. Any future updates to this statement will be addressed in the manner described [here](#).

## Navigating Through This Statement

You can use the links below to navigate to areas of this statement that apply specifically to you, or which may otherwise be of interest:

[Some Important Vocabulary](#)

[What Information Are We Collecting and How Are We Using It?](#)

[Do Not Track Disclosure](#)

[Sharing Information with Others: Who and Why](#)

[Choices You Can Make Regarding Your Information](#)

[Social Media](#)

[We Do What We Can to Ensure Information Security](#)

[Children's Privacy](#)

[The California Consumer Privacy Act](#)

[Updates to this Privacy Statement](#)

[Contacting Us](#)

## Some Important Vocabulary

This privacy statement is a legal document, so clarity is important. We will use this section to let you know about some words that have special meanings whenever you see them in this statement. Let's start with the word "statement" itself: when we reference "**this statement**", "**this privacy statement**", and "**our statement**", we mean DESRI Online Privacy Statement you are reading now. Wherever we say "**we**", "**us**", or "**our**", we mean the DESRI and its wholly owned subsidiaries. We use the words "you" and "your" to mean you, the reader, and other visitors to our website who are, in all cases, over the age of 18. This age requirement is discussed in more detail later in this statement. Whenever we say "**including**", we mean "including but not limited to" or "including without limitation".

When we talk about our "**website**", we mean the website found at [www.desri.com](http://www.desri.com) and such others as we may make available from time to time including any portals or mobile applications we operate that allow you to interact with us or the content we provide. Finally, when we refer to "personal information", we mean information that can be used to identify you or that can be easily linked to you. Thus, a list of personal information would include such things as your name, address, telephone number, email address, social security number, and date of birth.

## What Information Are We Collecting and How Are We Using It?

### Voluntarily Submitted Information

We collect certain personal information from visitors to our website. If you participate in certain activities on our website, you may be asked to provide us with information about yourself. Categories of personal information we collect include **identifiers** (e.g., name, phone number, IP address, or email address), **education information** (e.g., grades or transcripts), **employment and professional information** (e.g., job history or performance evaluations), and **commercial information** (e.g., records of products invested in or considered). For example, if you choose to send us an email or fill out an online form, you are voluntarily providing personal information to us. In doing so, you agree that we have a reasonable and lawful basis (such as to provide the website to you, perform our contractual obligations, comply with law, maintain and improve the security of our website, or satisfy our legitimate business interests) on which to collect, use, and disclose that information for the purpose it is requested and our other legitimate business purposes. We do not sell, rent, or trade your personal information to or with third parties.

If you do not want us to collect this type of personal information, please do not provide it. This means you should not participate in the activities on our website that request or require it and instead you may want to communicate with us via phone or regular mail. Participation is strictly your choice. Not participating may limit your ability to take full advantage of the website, but it will not affect your ability to access certain information available to the general public on the website.

Here are some of the ways you voluntarily give us your personal information and how we use it:

- **Emails**—When you send us an email, your email address and any other personal information that may be in the content of your message or attached to it are retained by us and used to respond back directly to you and to process your request.

## **Automatically Collected Information and Our Use of Cookies**

When you visit our website, basic information is passively collected through your web browser via the use of tracking technologies such as a “cookie” (a small text file that is downloaded onto your computer or mobile device when you access the website). Tracking technologies allow us to recognize your computer or mobile device and store certain information about your preferences or past actions in order to make your website experience more efficient. Additional information about cookies and tracking technologies is available [here](#) and [here](#).

We allow third party service providers to use cookies or similar technologies to collect information about your browsing activities over time following your use of the website. For example, we use Google Analytics, a web analytics service provided by Google, Inc. (“**Google**”). Google Analytics uses cookies to help us analyze how you use the website and enhance your experience when you visit the website. For more information on how Google uses this data, go to [www.google.com/policies/privacy/partners/](http://www.google.com/policies/privacy/partners/). You can learn more about how to opt out of Google Analytics by going to <https://tools.google.com/dlpage/gaoptout>.

To learn more about our use of cookies, please review our Cookie Notice found [here](#).

The information collected through cookies and other similar means includes:

- the domain name and IP address from which you accessed our website;
- the type of browser and operating system you use;
- the date and time and length of your visit;
- the specific page visited, graphics viewed and any documents downloaded;
- the specific links to other sites you accessed from our website; and
- the specific links from other sites you used to access our website.

Cookies are used on our website in order to:

- personalize and enhance your experience on our website;
- comply with our legal obligations;
- track, compile, and analyze your use of our website (including which pages or portions of our website you are viewing and where you are viewing them from); and
- secure and optimize our website.

## **Do Not Track Disclosure**

Some browsers have a “do not track” feature that lets you tell websites that you do not want to have your online activities tracked. At this time, we do not specifically respond to browser “do not track” signals.

## Sharing Information with Others: Who and Why

### Third Parties

We may share your information (including personal information) with our service providers and other third parties. Examples of the categories of third parties with whom we share your information include the vendors from whom we obtain technology and infrastructure services as necessary to host our website and our recruiting platform. We do our best to disclose only the information each of those parties need.

### Affiliates

In addition to those third parties set forth above, each member of DESRI may share your information (including personal information) with its corporate affiliates who will use such information in the same way as we can under this privacy statement.

### Legally Compelled Disclosures

We may disclose your information (including personal information) to government authorities, and to other third parties when compelled to do so by such government authorities, or at our discretion or otherwise as required or permitted by law, including responding to court orders and subpoenas. We also may disclose such information when we have reason to believe that someone is causing injury to or interference with our rights or property, other users of the website, or anyone else that could be harmed by such activities.

### Business Transfer

If any member of DESRI, or substantially all of its assets, is acquired by one or more third parties as a result of an acquisition, merger, sale, reorganization, consolidation, or liquidation, your information (including personal information) may be one of the transferred assets.

## Choices You Can Make Regarding Your Information

You have the ability to access and amend your personal information, and to delete your personal information under certain circumstances subject to our internal data retention procedures. To make a request to access, amend or delete your personal information, contact us using the contact information listed [here](#).

## Social Media

This section applies to everyone who interacts with our social media presence. You are therefore viewing this page because you linked from elements of our social media presence viewable on platforms such as Facebook, Twitter, YouTube, LinkedIn, or any of the other available external third party social media platforms we may utilize (“**External Social Media Presence**”). Social media platforms are places of public information exchange and you should have no expectation of privacy when using them. Specifically, this statement does not apply to our External Social Media Presence. The websites and platforms that host our External Social Media Presence are not controlled by us and therefore have their own privacy policies and terms of use.

The comments and opinions expressed by users on social media are theirs alone and do not reflect our opinions. Comments that some would consider inappropriate or offensive may appear on our External Social Media Presence and may remain there until they have been identified by us or called to our attention and we are able to work through the necessary procedures and technical processes to have them removed. If you see an offensive or inappropriate post or comment on our External Social Media Presence, you should report it to the operator of the applicable website or platform using the procedures they have established for that purpose.

## **We Do What We Can to Ensure Information Security**

We will take all reasonable security precautions to protect your personal information provided to us via our website by implementing reasonable safeguards appropriate to the type of personal information collected. Due to the inherently open and somewhat risky nature of the Internet, however, we cannot guarantee that your information, whether during transmission or while stored on our systems or otherwise in our care, will be free from unauthorized access or that loss, misuse, destruction, or alteration will not occur. We therefore disclaim any liability for any theft or loss of, unauthorized access or damage to, or interception of, any data or communications. You should also note that third party companies we engage to provide us with services either to help us in our business, or to perform functions we would otherwise perform ourselves, will have access to your information (including personal information) as part of the work they perform. We require that they enter into confidentiality and other agreements, but cannot guarantee their compliance.

### **Submitting Information from Outside the United States**

We control and operate our website from within the United States of America (the “**U.S.**”). Information collected through the website may be stored and processed in the U.S. or any other country in which any member of the DESRI or their third-party service providers maintain facilities. If you live outside the U.S., you acknowledge and agree that we may transfer your personal information to the U.S.

## **Children’s Privacy**

U.S. law imposes special restrictions and obligations on commercial website operators who direct their operations toward, and collect and use information from, children under the age of 13. We take those age-related requirements very seriously, and consistent with it do not intend for our website to be used by anyone under the age of 18, and certainly not by children under the age of 13. Moreover, we do not knowingly collect personal information from minors under the age of 18. If we become aware that anyone under the age of 18 has submitted personal information to us via our website, we will delete that information and will not use it for any purpose whatsoever. If you believe that someone under the age of 18 has submitted personal information to us via the website, please contact us at [desri-privacy@desri.com](mailto:desri-privacy@desri.com). We encourage parents and legal guardians to talk with their children about the potential risks of providing personal information over the Internet.

## The California Consumer Privacy Act

When we collect personal information from California residents we become subject to, and those residents have rights under, the California Consumer Privacy Act (“**CCPA**”). We provide the CCPA Notice found [here](#) to fulfill our CCPA obligations and explain the rights of California residents under the CCPA.

## Updates to this Privacy Statement

We reserve the right to change or update this statement from time to time. Please check our website periodically for such changes since all information collected is subject to the statement in place at the time of collection. Typically, we will indicate the effective/amendment date at the beginning of this statement. If we feel it is appropriate, or if the law requires, we will also provide a summary of changes we have made in the new statement.

## Contacting Us

If you have questions about our privacy statement or privacy practices, please contact us at:

**DESRI**

1166 Avenue of the Americas, 9th Floor

New York, NY 10036

[desri-privacy@desri.com](mailto:desri-privacy@desri.com)

+1 (212)-478-0300