



Privacy Policy, effective as of April 28, 2020

This privacy policy is here to help you understand what information we collect, why we collect it, as well as your data protection and privacy rights.

This policy applies to the Black Diamond Networks website, as well as the websites of our divisions AP Biosciences and River Group Technologies.

1. Websites covered

This Privacy policy covers information practices of websites that link to this Privacy policy (collectively referred to as “BDN’s websites” or “the company’s websites”), including how the company collects, uses, shares and secures the personal information you provide.

BDN’s websites may contain links to other websites. Information practices of those sites are governed by their privacy statements. We encourage you to review the privacy statements of other websites to understand their information practices.

2. Information collected

When expressing an interest in obtaining additional information about products, services, support, or registering to use the websites or other services, BDN requires you to provide personal contact information, such as name, company name, address, phone number, and email address. When visitors apply for a job, BDN may also require you to submit additional personal information as well as a resume or curriculum vitae.

Required Contact Information, Billing Information, Applicant Information, Optional Information and any other information you submit to BDN are referred to collectively as “data.”

As you navigate the company’s websites, BDN may also collect information through commonly used information gathering tools, such as cookies and web beacons. This Web Site Navigational Information includes standard information from your web browser (such as browser type and browser language), your Internet Protocol (“IP”) address, and the actions you take on our websites (such as the web pages viewed and the links clicked).



3. Use of information collected

We use data about BDN clients and website visitors to perform services requested. For example, if you fill out a “Contact Us” web form, we will use the information provided to contact you about your request. We also use data to pre-populate online forms.

BDN uses Web Site Navigational Information to operate and improve the company’s websites. The company may also use Web Site Navigational Information alone or in combination with data about customers to provide personalized information about the company.

4. Web Site Navigational Information

BDN uses commonly used information gathering tools, such as cookies and web beacons, to collect information as you navigate the company’s websites. We use these cookies or similar technologies to analyze trends, administer websites, track users’ movements around our websites and gather general information about our userbase as a whole.

Cookies

When you visit one of BDN’s websites, our servers send a cookie to your computer or device. Standing alone, cookies do not personally identify you; they merely recognize your web browser. Unless you choose to identify yourself to BDN, either by responding to a promotional offer, filling out a web form (such as a “Contact Us” web form), or having previously identified yourself to BDN, you remain anonymous to us.

Web Beacons

BDN uses web beacons alone or in conjunction with cookies to compile information about usage of the company’s websites and interaction with emails from the company. Web beacons are clear electronic images that can recognize certain types of information on your computer, such as cookies, when a particular website tied to the Web beacon is viewed, or a description of a website tied to the web beacon. For example, BDN may place web beacons in marketing emails that notify the Company when you click on a link in the email that directs you to one of the Company’s websites. BDN uses Web beacons to operate and improve the Company’s websites, services and email communications.



Log Files, IP Addresses, URLs and Other Data

As is true of most websites, we gather certain information automatically to analyze trends in the aggregate and administer our websites. This information may include your Internet Protocol (IP) address (or the proxy server you use to access the Internet), device and application identification numbers, location, browser type, Internet service provider and/or mobile carrier, the pages and files you viewed, searches, operating system and system configuration information, and date/time stamps associated with your usage. This information is used to analyze overall trends, to help us improve our websites and services, and to track and aggregate non-personal information.

5. Sharing of information collected

BDN may share data about website visitors and customers with the company's contracted service providers so that these service providers can provide services on our behalf. These service providers are authorized to use your personal information only as necessary to provide the requested services to us. Unless described in this Privacy Statement, BDN does not share, sell, rent, or trade any information with third parties for their promotional purposes.

6. Data retention

BDN may retain your information for a period of time consistent with the original purpose of collection. For instance, we may retain your information during the time in which you have an account to use our websites or services and for a reasonable period of time afterward. We also may retain your information during the period of time needed for BDN to pursue our legitimate business interests, conduct audits, comply with legal obligations, resolve disputes and enforce our agreements.



7. Data handling and privacy

Since BDN works with sensitive staffing and HR data in our work, our reputation for confidentiality, discretion and good judgment is one of our most important assets. All BDN employees and assigned temporary staff are required to maintain in strictest confidence, and not utilize, any confidential or proprietary information of any kind that they may learn in the course of their employment or engagement with BDN. Data cannot be removed, copied, or summarized outside of the company's systems. This pledge is formalized as part of an internal Privacy and Confidentiality Policy.

Questions?

Send an email to info@blackdiamondnet.com.