



**Special Note:** Personal Information obtained by Vermilion Talent may be transferred to and processed in the United States or any other country in which Vermilion Talent or its affiliates or service providers maintain facilities and *by using this website, you acknowledge and consent to this.*

### **Collection and Use of Personal Information**

Personal information is data that can be used to identify or contact a single person. You may be asked to provide your personal information anytime you are in contact with Vermilion Talent. Vermilion Talent and its affiliates may share this personal information with each other and use it consistent with this Privacy Policy. They may also combine it with other information to provide and improve our products, services, content, and advertising. You are not required to provide the personal information that we have requested, but, if you chose not to do so, in many cases we will not be able to provide you with our products or services or respond to any queries you may have.

### **What personal information we collect**

When you create a Vermilion Talent ID, purchase a membership, order a subscription, or contact us, we may collect a variety of information, including your name, mailing address, phone number, and email address.

### **How we use your personal information**

The personal information we collect allows us to keep you posted on Vermilion Talent's latest product announcements, updates, and upcoming events. If you don't want to be on our mailing list, you can opt out anytime by sending us a request to opt out at the address indicated on our emails (or, if no address is indicated, to [info@VermilionTalent.com](mailto:info@VermilionTalent.com)). We also use personal information to help us create, develop, operate, deliver, and improve our products, services, content and advertising, and for loss prevention and anti-fraud purposes. We may use your personal information to verify identity, assist with identification of users, and to determine appropriate services. We may also use personal information for internal purposes such as auditing, data analysis, and research to improve Vermilion Talent's products, services, and customer communications.

### **Collection and Use of Non-Personal Information**

We also collect data in a form that does not, on its own, permit direct association with any specific individual. We may collect, use, transfer, and disclose non-personal information for any purpose. The following are some examples of non-personal information that we collect and how we may use it: We may collect information such as, language, zip code, area code, unique device identifier, referrer URL, location, and the time zone where a Vermilion Talent product is used so that we can better understand customer behavior and improve our products, services, and advertising. We may collect information regarding customer activities on our website and from our other products and services. This information is aggregated and used to help us provide more useful information to our customers and to understand which parts of our website, products, and services are of most interest. Aggregated data is considered non-personal information for the purposes of this Privacy Policy. We may collect and store details of how you use our services, including search queries. This information may be used to improve the relevancy of results provided by our services.

### **Cookies and Other Technologies**



This website may use our own or third party cookies and other technologies (such as pixel tags and web beacons). These technologies help us better understand user behavior, tell us which parts of our websites people have visited, and facilitate and measure the effectiveness of advertisements and web searches. We treat information collected by cookies and other technologies as non-personal information. However, to the extent that Internet Protocol (IP) addresses or similar identifiers are considered personal information by local law, we also treat these identifiers as personal information. Similarly, to the extent that non-personal information is combined with personal information, we treat the combined information as personal information for the purposes of this Privacy Policy. You may disable any cookies, but certain features of the Vermilion Talent website may not be available once cookies are disabled.

We gather some information automatically and store it in log files. This information includes Internet Protocol (IP) addresses, browser type and language, Internet service provider (ISP), referring and exit websites and applications, operating system, date/time stamp, and clickstream data. We use this information to understand and analyze trends, to administer this website, to learn about user behavior on this website, to improve our product and services, and to gather demographic information about our user base as a whole. Vermilion Talent may use this information in our marketing and advertising services.

In some of our email messages, we use a “click-through URL” linked to content on the Vermilion Talent website. When customers click one of these URLs, they pass through a separate web server before arriving at the destination page on our website. We track this click-through data to help us determine interest in particular topics and measure the effectiveness of our customer communications. If you prefer not to be tracked in this way, you should not click text or graphic links in the email messages.

Pixel tags enable us to send email messages in a format that customers can read, and they tell us whether mail has been opened. We may use this information to reduce or eliminate messages sent to customers.

#### **Disclosure to Third Parties**

At times Vermilion Talent may make certain personal information available to business partners that work with Vermilion Talent to provide products and services or that help Vermilion Talent market to customers. Personal information will only be shared by Vermilion Talent to provide or improve our products, services and advertising; it will not be shared with third parties for their marketing purposes.

#### **Service Providers**

Vermilion Talent shares personal information with companies who provide services such as information processing and managing customer data. These companies have undertaken to protect your information and may be located wherever Vermilion Talent operates.

#### **Others**

It may be necessary – by law, legal process, litigation, and/or requests from public and governmental authorities within or outside your country of residence – for Vermilion Talent to disclose your personal information. We may also disclose information about you if we determine that for purposes of national security, law enforcement, or other issues of public importance, disclosure is necessary or appropriate. We may also disclose information about you if we determine that disclosure is reasonably necessary to



enforce our terms and conditions or protect our operations or users. In the Vermilion Talent Terms of Use, under the section Violation of These Terms of Use, we also detail certain circumstances under which we may disclose your information to third parties. Additionally, in the event of a reorganization, merger, or sale we may transfer any and all personal information we collect to the relevant third party.

### **Protection of Personal Information**

Vermilion Talent takes the security of your personal information seriously. We use computer systems with limited access and other appropriate safeguards to help us protect your personal information from unauthorized access, use and disclosure. Our business partners and service providers have also undertaken to protect such information from unauthorized access, use and disclosure Vermilion Talent. When you use some Vermilion Talent products, services, or applications or post on an Vermilion Talent forum, the personal information and content you share is visible to other users and can be read, collected, or used by them. You are responsible for the personal information you choose to share or submit in these instances. For example, if you list your name and email address in a forum posting, that information is public. Please take care when using these features.

### **Retention of Personal Information**

We will retain your personal information for the period necessary to fulfill the purposes outlined in this Privacy Policy unless a longer retention period is required or permitted by law.

### **Access to Personal Information**

We will provide you with access to personal information about you that we hold for any purpose, including to request that we correct the data if it is inaccurate or delete the data if Vermilion Talent is not required to retain it by law or for legitimate business purposes. We may decline to process requests that are frivolous/vexatious, jeopardize the privacy of others, are extremely impractical, or for which access is not otherwise required by local law.

### **Governing Law; Dispute Resolution**

You agree that all matters relating to this Privacy Policy will be governed by the laws of the State of New York without regard to its conflicts of laws provisions. You irrevocably submit to the exclusive jurisdiction of the federal and state courts of or located in the County of Westchester, State of New York for any matter arising under or related to this Privacy Policy, waive objection to venue in these courts, and agree to the personal jurisdiction of these courts.

### **Contact**

You may contact Vermilion Talent with questions or concerns about this Privacy Policy by sending an email with the words "Privacy Policy" in the subject line to [info@VermilionTalent.com](mailto:info@VermilionTalent.com). You may also write to Vermilion Talent at 80 Theodore Fremd Ave Rye, NY 10580.

All the information that we collect and that you provide may be transferred or accessed by entities around the world as described in this Privacy Policy. If you do not consent to this, do not use this website.