



Privacy Policy

Effective Date: 2/28/22

Last Updated Date: 2/28/22

This Privacy Policy describes the personal information that PayrollPlans, Inc. (“PayrollPlans”, “we”, “us”, or “our”) collects about you, how we use or disclose your information, your rights related to your personal information and how we secure your information. This Privacy Policy applies to personal information collected, used, or shared by or on behalf of PayrollPlans, including information collected through our website at <https://www.payrollplans.com> and mobile versions of the site (collectively, the “Site”), by email, in person, by phone or other offline method, or anywhere else we display this Privacy Policy (collectively, the “Platforms”). By using or interacting with the Platforms, you accept and consent to the terms of our Privacy Policy in effect at the time of your use or visit.

Use of our products or platform services for registered users is subject to the privacy policy displayed within those portals.

Information We Collect and How We Collect It

Personal information is information that directly or indirectly identifies you or can be used to identify you as an individual. We collect information in the following ways:

Information You Provide.

We may collect the personal information you choose to provide when you contact us through the Platforms, such as your name, phone number, email address, and company name.

Information Collected Automatically.

We may also automatically collect certain personal information when you visit or use the Site using pixels, cookies, or similar tools. A “cookie” is a small data file stored on your browser if you visit the Site. We use pixels and cookies to collect information such as your device type, browser type, and IP address. We also track content you visit on the Site and duration on specific pages of the Site to help us improve your access to the Site and enhance our Platforms. Cookies also enable us to track your general location and similar information that typically remains in aggregate form and does not identify you individually. If such information does identify you, we will treat it as personal information subject to this Privacy Policy.

You can adjust your browser settings to disable or reject cookies but if you disable all cookies, you may be unable to access all functionality of the Platforms. We do not permit third parties to track your online activities over time and across other websites based on your use of the Site.

The Site also uses analytics tools such as Google Analytics, a web analytics service provided by Google, Inc. that uses cookies to help us analyze how users navigate the Site. The information generated by this tool (including IP address) will be transmitted to and stored by Google in aggregate form and used to evaluate use of the Site, compile reports on Site activity and other services relating to Site usage. You can learn more about Google Analytics and how to opt out here: <https://tools.google.com/dlpage/gaoptout>.

Do-Not-Track Signals

The Site does not currently respond to browser-based “Do Not Track” signals.

How We Use Information

We use your personal information for Our business and commercial purposes, including to:

- Provide Our products and services and related customer service
- Respond to questions or requests from you, deliver information about Our products and services or promotions that may be of interest to you, send you text messages or push notifications (based on your indicated preferences) or otherwise communicate with you
- Enhance our products, services, and Platforms
- Prevent fraud and protect the security of Our systems
- Enable use of the App, such as locating Our closest retail shop and sending you offers based on your general location or past purchases
- Register you as an account holder and provide Our loyalty program
- Conduct research and analysis related to Our operations and product development
- Comply with law and law enforcement requirements or to protect the legal rights or health or safety of Our customers, employees, or others

When We Share Information

We may share your information with:

- Our affiliated entities for business operations.
- To respond to your questions or requests, to send you information about products or services that may be of interest to you, or to otherwise communicate with you.
- Service providers that help us operate our business, including communications platforms, marketing and advertising providers, web-hosting services, and similar third-party providers.
- A successor entity, to which we reserve the right to sell, rent, disclose or transfer your personal information, in the event of a corporate merger, consolidation, sale of assets or other corporate changes to PayrollPlans or our affiliated entities.

- Other third parties as necessary to protect our legal interests, rights, or property; to comply with or to satisfy any law, regulation, or governmental request; to avoid liability; or to protect our rights or property or the health or safety of others.

Your Rights and Choices

You can choose not to give us your personal information but, in some cases, we will not be able to provide our products or services or respond to your questions or requests without certain information. You can also correct or update your information by contacting us using the contact information at the bottom of this Privacy Policy.

Protecting Your Information

We use physical, administrative, and technical safeguards designed to protect your personal information from unauthorized access, use or disclosure. However, because no measure is ever 100% effective when transmitting information over the Internet, we do not guarantee that your information will be secure from theft, loss, or unauthorized access.

Links to Third-Party Sites

The Site may include links to third-party websites we think may be of interest to you. Please note that these websites are independent from the Site, and we are not responsible for the content or privacy practices of such other sites or platforms. Your use of such third-party sites will be subject to the third-party's privacy policies.

International Users

PayrollPlans and its affiliated companies are located in the United States. Our services and the Platforms are not targeted at individuals outside the United States. If you are visiting the Platforms from outside the United States and provide us with personal information, please note that your information will be accessed, transferred, stored, and processed by PayrollPlans in the United States where the data protection laws may differ from those in the country where you are located. By doing business with or interacting with our Platforms, you acknowledge and agree to the transfer of your personal information to the United States and understand that such information will be stored and processed in accordance with this Privacy Policy and the laws of the United States.

California Residents

Pursuant to California Civil Code § 1798.83, California residents with whom we have a business relationship can request information about the types of personal information, if any, we shared with third parties for the direct marketing purposes of the third parties and the identities of the third parties with whom we shared such information in the last 12 months. We do not share your personal information with third parties in this manner and have not done so in the last 12

months. You may request more information by contacting us using the contact information at the bottom of this Privacy Policy.

Children's Privacy

The Site is not intended for children under age 13 and we do not intend to collect personal information from anyone we know to be under 13 years of age through the Site. If we learn that we have inadvertently collected personal information from anyone under the age of 13, we will delete it. If you believe that we have collected personal information from anyone under the age of 13, please contact us using one of the methods indicated in the "*Contact Us*" section below.

Updates to this Privacy Policy

We reserve the right to modify this Privacy Policy at any time, so please review it frequently. Any updates to this Privacy Policy will be posted on the Platforms and we will indicate the last updated date of the changes at the top of the Privacy Policy. Your continued use of the Platforms means you accept those changes as of the last updated date.

Contact Us

If you have any questions about this Privacy Policy, please email us at privacy@payrollplans.com or call us at **1-866-316-0188**.