

## Product Privacy Statement

For our business customers' employees, contractors or other personnel.

**What is CrossLead?** CrossLead provides web-based enterprise software that your employer, company or other providing entity ("**Company**") uses to improve their planning, collaboration and decision-making practices. You can learn more about CrossLead's products and services at [crosslead.com](http://crosslead.com).

**What information does CrossLead collect?** This depends on the specific products, services and configurations that your Company requests. We collect the types and amounts of your personal information necessary to provide our products or services to your Company, for related internal purposes (troubleshooting, trend analysis and product development) and otherwise only as permitted by our contract with your Company. For example, we collect:

- basic information, such as your name, Company email address and password, to create and operate your CrossLead account if you have one;
- information your Company provides us about its personnel to help it analyze and report on workforce collaboration, which may include results of surveys taken by Company personnel, data maintained in your Company's human resources information system, and other data gathered from Company IT resources; and
- information collected automatically when you visit CrossLead websites, as described in our [Cookie Policy](#).

**What are my privacy choices?** Because our products and services are deployed by your Company, your Company manages your privacy choices in connection with our products and services, and you should contact your Company for information in this regard. If you would like to access your personal information or to correct, amend or delete any inaccurate personal information processed in connection with your Company's deployment of CrossLead products or services, please contact your Company.

**How does CrossLead protect personal information?** CrossLead has implemented administrative, technical and physical safeguards designed to protect the personal information we collect. However, security risk is inherent in all internet and information technologies and we cannot guarantee that our safeguards will never be compromised or always be effective.

**What about data transfers?** CrossLead is headquartered in the United States and may process your personal information in the United States or other locations outside of your home country. Privacy laws in the locations where we handle your personal information may not be as protective as the privacy laws in your home country.

**How to Contact Us.** If you have any questions, comments or concerns about this Privacy Statement, please contact us by email at [privacy@crosslead.com](mailto:privacy@crosslead.com).

Effective Date: November 9, 2018