

Empennage Strategic Solutions, LLC

Privacy Policy

Effective Date: July 8, 2026

Empennage Strategic Solutions, LLC (“Empennage,” “we,” “us,” or “our”) respects your privacy and is committed to protecting it through this Privacy Policy. This Policy explains how we collect, use, disclose, and safeguard information when you visit our website, empennage.us (the “Site”), including any subpages such as our Government Solutions, Tech Transition Services, Capability Statement, Careers, and Our Story pages.

By using the Site, you agree to the collection and use of information in accordance with this Policy. If you do not agree with the terms of this Policy, please do not use the Site.

1. Information We Collect

Information You Provide Directly

We collect information you voluntarily provide when you interact with the Site, including when you:

- Submit a contact or inquiry form (such as the form on our Tech Transition Services page), which may collect your name and email address.
- Send us an email directly (for example, to technology@empennage.us) regarding our services, partnership opportunities, or general inquiries.
- Apply for a position listed on our Careers page, which may collect your name, contact information, resume, and other application materials you choose to submit.

We do not knowingly collect payment information, government identification numbers, or other sensitive personal information through the Site.

Information Collected Automatically

When you visit the Site, certain information may be collected automatically through cookies and similar tracking technologies, including:

- IP address, browser type and version, device type, and operating system.
- Pages visited, time and date of your visit, time spent on pages, and referring website addresses.
- General location information inferred from your IP address.

Information from Third-Party Services

Our Site uses the following third-party services, which may collect information subject to their own privacy policies:

- Google reCAPTCHA – used on our contact form to prevent spam and abuse. Use of reCAPTCHA is subject to the Google Privacy Policy and Terms of Service.
- Website analytics tools (including tools provided through our website platform, GoDaddy) – used to analyze traffic patterns and improve the Site.
- LinkedIn – our Site links to our LinkedIn company page; any information you provide to LinkedIn is governed by LinkedIn’s own privacy policy.

2. Cookies and Tracking Technologies

The Site uses cookies, which are small data files stored on your device, to analyze website traffic and improve your browsing experience. As disclosed in our cookie banner, if you accept our use of cookies, your browsing data will be aggregated with data from other visitors for analytics purposes.

You can control or disable cookies through your browser settings. Please note that disabling cookies may affect the functionality of certain features on the Site.

3. How We Use Your Information

We use the information we collect to:

- Respond to your inquiries and communicate with you about our services, tech transition advisory offerings, or employment opportunities.
- Operate, maintain, and improve the Site, including analyzing usage trends and troubleshooting technical issues.
- Protect the Site and our business against fraud, spam, and unauthorized access.
- Comply with applicable laws, regulations, and lawful requests from government authorities.

We do not sell your personal information, and we do not use it for third-party advertising purposes.

4. How We Share Information

We do not sell or rent your personal information. We may share information in the following limited circumstances:

- With service providers who perform functions on our behalf, such as website hosting, analytics, and spam prevention (for example, GoDaddy and Google).
- If required to do so by law, subpoena, or other legal process, or to protect the rights, property, or safety of Empennage, our clients, or the public.
- In connection with a merger, acquisition, or sale of company assets, subject to standard confidentiality protections.

5. Data Security

We maintain reasonable administrative, technical, and physical safeguards designed to protect information submitted through the Site from unauthorized access, disclosure, alteration, or destruction. As a firm supporting the defense and federal marketplace, Empennage maintains a security posture aligned with CMMC Level 2 (self-assessed) and NIST 800-171 practices across our operations. However, no method of transmission over the internet or electronic storage is completely secure, and we cannot guarantee absolute security.

6. Your Privacy Rights

Depending on where you live, you may have rights regarding your personal information under applicable state privacy laws, including the ability to request access to, correction of, or deletion of personal information we hold about you, and to opt out of certain uses of your information.

To make a request regarding your personal information, please contact us using the information in Section 10 below. We will respond to verifiable requests in accordance with applicable law.

7. Children's Privacy

The Site is intended for business audiences, including government professionals, industry partners, and prospective employees. The Site is not directed at children under the age of 13, and we do not knowingly collect personal information from children. If we become aware that we have inadvertently collected information from a child under 13, we will take steps to delete it.

8. Third-Party Links

The Site may contain links to third-party websites, including LinkedIn and various U.S. government and Department of War resources. We are not responsible for the privacy practices or content of third-party sites. We encourage you to review the privacy policies of any third-party site you visit.

9. Do Not Track

Some browsers offer a "Do Not Track" feature. Because there is no industry-standard approach to responding to Do Not Track signals, our Site does not currently respond to them.

10. Changes to This Policy

We may update this Privacy Policy from time to time to reflect changes in our practices or applicable law. Any changes will be posted on this page with a revised effective date. We encourage you to review this Policy periodically. This Policy was last updated on July 8, 2026.

11. Contact Us

If you have questions, concerns, or requests regarding this Privacy Policy or our data practices, please contact us:

Empennage Strategic Solutions, LLC

Cincinnati, OH

Phone: 513.808.2889

Email: technology@empennage.us

Website: <https://empennage.us>