

Kindred Consulting, LLC

33 S. Green Street, Brownsburg IN 46112 Office: 317.286.7505
www.kindredconsultingllc.com



Privacy Policy

This notice provides Kindred Consulting, LLC's (KC) privacy policy regarding the nature, purpose, use and sharing of any Personally Identifiable Information (PII) collected via this website. Our privacy policy explains our information practices when you provide PII to us, whether collected online or offline, when browsing our website to obtain information or when conducting business with us in any manner. PII may include your name, email, mailing or home address, phone numbers and/or other information that identifies you personally. We do not require that you register to provide personal information to visit our website.

The PII you provide via the KC website will be used only for its intended purpose. We protect your information consistent with the principles of the Privacy Act of 1974, and the E-Government Act of 2002.

Personally Identifiable Information

As a general rule, Kindred Consulting, LLC (KC) does not collect PII about you upon visiting our website, unless you choose to provide said information to us. Submitting PII via our website is voluntary. By doing so you are giving KC your permission to use said information for the stated purpose. However, not providing certain information may result in KC's inability to provide you with the information, service or contact which you desire.

If you choose to provide us with PII via our website, in such manners as completing an information form, sending us an inquiry or email, we will use that information to assist you and/or provide you with the information and/or service you have requested or to respond to your message. The information we may receive from you varies based on how [through what means] you submit your information and what you do while visiting a Kindred Consulting, LLC site.

Generally, the information requested by KC will be used to respond to your inquiry or provide the information or service you have requested. When this information is requested, the reasons for collecting the information, a description of the intended use of the information, how to grant consent to use the provided information and how to grant consent for other than statutorily mandated uses will be fully described in a separate customized "Privacy Notice." This customized Privacy Notice will appear on the web page which is collecting the information via a hyperlink, link or similar accessible means in proximity to the information request.

Kindred Consulting, LLC

33 S. Green Street, Brownsburg IN 46112 Office: 317.286.7505
www.kindredconsultingllc.com



Email

In the event, our website offers an opportunity to send us an email. We use the information you provide to respond to your inquiry. We only send you general information via this email. While our email server is secure, you as a user sending information should be aware that emails may not necessarily be secure against interception. Therefore, we recommend not sending sensitive personal data (such as birthdate or social Security number) to us via email. If your intended communication is very sensitive, or includes information such as banking, Social Security number etc., we recommend providing that information in person. Your information may be shared with our employees with a need-to-know basis while in the performance of their official duties as needed to process your request proceed with services, or the hiring process as necessary.

Cookies and/or Automatically Collected Data

Our website host maintains the data collection & the type of information collected. Kindred Consulting has access to the data collected and determines when and how that data is utilized. We collect and potentially, temporarily store certain automatically collected information about your visit to our website(s) for use in our site management, site usage, statistical data review and security purposes. We collect and potentially analyze this information to better design website(s) to suit our and our stakeholders needs. We may collect information via our website about the web content you view to aid in identifying or combating a known security or virus threat. The following information may be collected automatically via cookies or other means:

- Internet Protocol (IP) address from which you access our website. An IP address is unique to each computer or device connected to the internet.
- The operating system you use to access our website(s).
- If you used a link from an internet domain, (& the URL of the forwarding site) or if you accessed our site via private internet access, .
- The type of browser you used to access our website(s).
- The date & time you accessed our site.
- Your username (for users who are permitted access to private pages of our website(s)).
- A URL (Universal Resource Locator) or web-address of the page(s) you visit.

Your information may be shared with our employees with a need-to-know basis while in the performance of their official duties as needed to process your request, proceed with services or the hiring process and or for site management as necessary. The raw data logs may be retained temporarily as required for security and site management purposes only.

Kindred Consulting, LLC

33 S. Green Street, Brownsburg IN 46112 Office: 317.286.7505
www.kindredconsultingllc.com



Our website has a pop-up for the user to be aware of the use of cookies. The user may accept or decline. If users choose “accept” data such as clicks and page visits and/or any third parties (Google, Facebook, Instagram, etc.) will be tracked automatically. If the user chooses to decline, click outside of the box or just close the box no information will be tracked.

A cookie is a small file that a website transfers to your computer to allow it to remember specific information about your session while you are connected. Your computer will only share the information in the cookie with the website that provided it, no other website can request this information. Kindred Consulting, LLC does not maintain this data as it is a function of websites to allow user ease-of-access & improve user experience.

Cookies are saved on a user’s hard drive which may remember your usage of the website. Since cookies may store a user’s site usage which might allow easier navigation. However, accepting cookies may also mean a user may not be seeing the most recent update of a website. Session cookies are typically only active while the browser is open. Once the browser is closed, the cookies are automatically deleted.

A user may choose to not to accept cookies via the pop-up on our website or via their devices’ browser settings [which would affect all other websites utilized by the user.]

Third-Party Websites & Applications

Kindred Consulting, LLC uses social media websites and/or other types of third-party websites. We use social media websites to interact with potential employees, share relevant content and/or events, to publicize the website, events and the company. Social media may also be used to publicize employment opportunities and/or other services offered. Applications may be used to collect the number of visitors to our website, to sections of our website and/or via links or hyperlinks to applications to make our website more useful to visitors. In such cases, a third-party application may request an email address, username, password, geographic location (such as an address, state and/or ZIP code, etc.) for account registration purposes. Kindred Consulting, LLC does not utilize third-party applications specifically to collect PII, however if a visitor chooses to provide employment application or background check consent information via our website, a user needs to be aware that the information is collected via Microsoft Forms, a third-party application. Any PII passively collected [not solicited] by a third-part website or application will not be stored or transmitted. No PII will be disclosed, sold or transferred to any other entity outside Kindred Consulting, LLC, unless required for emergency personnel, or as required by law enforcement purposes or by statute. Users should be aware that Kindred Consulting, LLC utilizes Microsoft applications and my gain information via those applications [such as Microsoft Form, MS Word, MS Excel etc.] as well as utilizing pdf forms. Kindred

Kindred Consulting, LLC

33 S. Green Street, Brownsburg IN 46112 Office: 317.286.7505
www.kindredconsultingllc.com



Consulting may utilize a fillable form PDF via Adobe. Information provided on these forms may be available to Adobe's systemic data.

Any surveys, feedback forms, or third-party applications utilized [such as Momentive - formerly SurveyMonkey, etc.] may be utilized as necessary to obtain data, feedback and satisfaction data. Our surveys or feedback forms do not obtain PII, unless the users specifically offers to submit PII within the survey. Currently, Kindred Consulting does not utilize pop-up surveys to gain random data samples of website usage & satisfaction. However, if such pop-up surveys were to be added, user participation would be optional. Declining random, pop-up survey would not prevent website access.

Any data collected via a third-party app would be made available to our employees on an need-to-know basis