



Privacy Policy.

Hello and welcome to the website of Zenith Performance Solutions! Zenith Performance Solutions (“ZPS”) is a group of education experts dedicated to increasing the accessibility of e-learning to all. At ZPS, we care deeply about your privacy, and are committed to keeping you informed about how we collect, store, and use data and information learned about you. If you ever have any questions, comments, concerns, or would like to access or change the data we have about you, please send us an email at info@aboutzps.com, or call us at the telephone number below.

Table of Contents.

1. Scope, Application, & Purpose	This Privacy Policy applies to users of ZPS’s website, consumers of its e-learning courses, and its other clients. It covers all websites owned and operated by ZPS. ZPS does not knowingly collect information from anyone under the age of 18. If you believe information about your minor child is being processed by ZPS, please contact us immediately.
2. Information Collected, Use, & Storage	We collect only the information required to perform our services. This includes your account information (i.e., name, email, username, password), and any comments or information you volunteer in the course of communicating with us.
3. Disclosure & Sharing of Your Information with Third Parties.	We share a limited amount of your information with companies that process data on our behalf, or in exigent circumstances limited to requests from law enforcement. Beyond this, we do not sell, lease, or otherwise knowingly transfer your information to any third parties.
4. Online Tracking	Our website does not currently support Do Not Track settings.

5. Your Rights Under the GDPR	<p>Under the General Data Protection Regulation (GDPR), you have several rights regarding your information, including but not limited to the following:</p> <ul style="list-style-type: none"> • Portability • Erasure • Access • Alteration • Restriction of processing • Objection to processing • Complain • Withdraw consent
6. Miscellaneous	This section contemplates other provisions relating to ZPS privacy practices.
7. Contact	<p>Please reach out to us with any questions, comments, concerns, or if you would just like to talk more about our services and this privacy policy. You have rights regarding the personal information we have about you in our possession.</p> <p>Our email address is info@aboutzps.com.</p>

1. Scope, Application, & Purpose.

This Privacy Policy was last revised on May 10, 2019 and is effective as of that date (the “Effective Date”). This Privacy Policy reflects our commitment to you regarding the protection and security of information we obtain about you in connection with any website owned or operated by ZPS. It also advises how ZPS, a Colorado Limited Liability Company, collects, uses, stores, and shares personal data and information of its website users. Additional privacy terms may accompany specific portions of our website. We do this only to bolster transparency about our privacy practices by increasing disclosure to you. By using the website of ZPS, you agree to the collection, use, and storage of your information as contemplated in this Privacy Policy.

a. ZPS Websites are not designed or intended for anyone under the age of 18.

Our websites are intended for a general audience only. ZPS does not knowingly collect information from persons below the age of 18 years. By using our websites, you are representing to us that you are at least eighteen (18) years old. If you believe your minor child’s information has been collected or processed by a ZPS website, please contact us immediately at info@aboutzps.com or at the telephone number below.

2. Information Collected, Use, & Storage.

a. Information Collected.

Most of the information we collect about you comes directly from you and the third parties you submit your information to. We limit the amount of information we collect from you. However, to properly utilize our services we require the following information to create your account:

- Your first name
- Your last name
- Your email address
- A preferred and available username
- A preferred password

We also provide you with the option to contact us using various contact functions available on our websites. To use these functions, we require that you provide the following information:

- Your first name
- Your last name
- Your email address
- Any other information you would like to volunteer.

When using the contact functions available on our websites, we strongly discourage you from sending sensitive information. This is because no security system is perfect, and we would never want your information to be compromised.

b. Information Used.

We use your information in a variety of ways, though we limit our use only to what is reasonable and necessary to carry out a legitimate task or purpose. Some examples of the tasks requiring the processing of personal data include:

- Access to our Websites. When you use our websites, we may collect information required to operate the website, or comply with applicable laws or regulations.
 - Why we do this: We want to provide users of our websites with the best user-experience possible. This can require the collection of information, and the use of things like website cookies or web beacons. We also may need certain information to comply with applicable laws and regulations.
- Discussion with you. Our websites give you the option to talk to us. When you do so, we store the information you provide, such as you name and email address. We also want to have the ability to

reach out to you from time-to-time and see how things are going for you in connection with your use of our websites.

- Why we do this: We want our website users to talk to us about their experiences with our websites. We also want to foster an environment of openness and transparency—especially when it comes to respecting your privacy. We hope you will contact us if you would like to discuss anything related to our services, or your privacy in connection with our websites.
- Your computer & software. We may collect information related to your computer, browser, use of our site, or IP address.
 - Why we do this: We improve by analyzing how our users utilize our websites.
- Advertising. We may obtain information you submit to third party advertisers. Where you submit your information to a third-party advertiser, that third-party advertiser may send it to us.
 - Why we do this: We want to be able to grow our business through advertising, and we need to be able to obtain access to client leads, such as through customer relationship management (CRM) software or techniques.

c. Storage of Information.

We store information about you so that we can assist you, perform services that you request, maximize the functionality of our website, and resolve disputes between you and ZPS.

3. Disclosure.

We try not to disclose your information to third parties. With that said, there may be times when disclosure is necessary to comply with requests made by law enforcement or other governmental agencies, applicable laws or regulations, or in case of emergency or exigency. We may also disclose personal information where a merger, reorganization, sale, acquisition, joint venture transfer, or assignment of a portion of ZPS assets or equity occurs.

4. Online Tracking.

Our website utilizes online tracking. At this time, our website does not support Do Not Track requests made by its users.

5. General Data Protection Regulation (GDPR).

a. Your Rights Under the GDPR.

The GDPR provides for many rights for EU residents with respect to privacy. ZPS is committed to promoting these rights, which include but are not limited to those enumerated below:

- **Portability.** The GDPR provides for the portability of personal data. This is right to request that personal information be transferred between organizations.
- **Erasure.** The right to erasure under the GDPR allows for one to have their personal data erased. If you would rather not allow for ZPS to have your personal data, please contact us.
- **Access.** Knowing who has what data about you is very important for privacy and safety in today's world. We will be happy to provide you with the personal information we have about you on file.
- **Alteration.** If you feel that the personal information we have about you is incorrect, please let us know. You have the right to request that we change the personal information we have about you on file, and we will be happy to do so.
- **Restriction of processing.** You may restrict the data we process about you at your election.
- **Objection to processing.** At any time, you may object to the processing of your personal data. Should you object, we will promptly cease the processing of personal data we have about you.
- **Complaints.** You have the right to complain at anytime regarding how ZPS handles your personal data with your national data protection regulator.
- **Withdraw consent.** You are always free to withdraw your consent to allow the processing of your personal data by ZPS. ZPS will promptly cease the processing of the personal data we have about you upon your withdrawal of consent.

We hope that you will never hesitate to contact us at the information below if you would like to exercise your rights under the GDPR. We will always be happy to help.

b. Lawfulness of Data Processing.

We rely on consent, performance of contract, and legitimate interests for the lawfulness of data processing under GDPR Article 6(1). We require certain information from you to properly provide our services. We also process data in order to customize your experience, streamline our operations, and enhance the quality of our services. We always try to be mindful of our which data we process, and countervailing considerations and interests against processing.

6. Miscellaneous.

a. Information security & accuracy.

We undertake and maintain reasonable technical and other measures within ZPS to keep your information secure. This includes proactive risk management and internal auditing, and reactive mitigation. Our security measures notwithstanding, no security system is perfect. Because of this, we discourage you from unnecessarily sending sensitive information. We will promptly notify you in the event we become aware that a breach has occurred that compromises the security of your information. If you believe the information we have about you has been compromised, we urge you to contact us immediately at the contact information below.

b. Cookies & Web Beacons.

Our websites use cookies, including but not limited to session, analytics, and third-party cookies. Cookies may help us analyze user interactions with ZPS websites, enhance functionality, and personalize your user experience. If at anytime you wish to decline cookies in connection with your use of ZPS websites, you may turn off cookies in your browser. Turning off cookies may affect your experience using our website.

There may also be times when links or other content from third-party websites appear on those operated by ZPS. These third-party links or content may direct you to another website, which may use more cookies or web beacons. We cannot control the cookies used by third-party sites, and we encourage you to turn off the cookies feature in your browser should you wish to avoid cookies.

c. Changes to this Privacy Policy.

We may revise our privacy practices from time-to-time. If we do so, we will notify our account holders by email, and note the changes in the revised privacy policy.

7. Contact & Controller.

The Controller of your personal data is Zenith Performance Solutions, LLC, located at _____ (address). We hope you will come talk to us about any questions you have about your privacy and personal information in connection with our websites and services.

Email: info@aboutzps.com

Telephone: _____

Mailing Address: _____