Acuity International, LLC
WEBSITE PRIVACY NOTICE
Last updated on August 12, 2026

This **Privacy Notice** describes how Acuity International, LLC and its affiliates and subsidiaries ("**Acuity**", "we", "our", or "us") collects, uses, retains, and shares personal information when you interact with us through our website, www.acuityinternational.com (the "**Website**"), or through our employee pre-screening services ("**Services**").

I. PERSONAL INFORMATION WE COLLECT, HOW WE USE IT, HOW LONG WE KEEP IT, AND HOW WE SHARE IT

When you interact with our Website and Services, we collect your Personal Information which is information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household.

We use the following criteria to determine whether it remains reasonably necessary to retain your personal information for such purposes or a service provider or contractor's operational purpose(s): (1) whether there is a retention period required by statute or regulations; (2) the existence of actual or threatened litigation for which we are required to preserve the information; (3) the statutes of limitations for potential legal claims; and (4) generally accepted best practices in our industry, including in relation to the safety and security of our properties and assets. When we determine that it is no longer reasonably necessary to retain your personal information for one or more disclosed operational purposes based on the above criteria, we will delete or anonymize your personal information.

A. If you are an occupational health examinee referred to Acuity to complete an occupational health exam ordered by your employer or prospective employer, we collect personal information as described in our Notice of Privacy Practices, which is provided to you prior to scheduling your exam.

B. If you are the recipient of disaster relief, we collect your personal information pursuant to our agreements with disaster relief agencies. Since each instance of disaster relief is unique, there is not a single privacy policy that we can reference for your situation. At your request we will provide additional information on our privacy practices and your privacy rights with regard to the specific situation you are facing and how we will collect, use, and share your personal information in providing disaster relief.

C. If you are applying for a job with Acuity International, we collect, use, and share your personal information in accordance with our Applicant Notice. If you are an employee of Acuity International, your personal information is handled pursuant to our Employee Privacy Notice.

D. If you are a website visitor, we collect personal information when you:

- **Contact us.** When you email or call us, for example, to ask questions regarding our products and services, we collect from you, your *personal identifiers* (name, email address, and telephone number) and anything else you choose to include in your message. We use this information to respond to your questions or inquiries, troubleshoot where necessary, or address any issues you have with the Website and Services. When you call us regarding an exam or have a question about provider network facilities, we will record the conversation with your consent. If you do not wish for the call to be recorded, you will be provided with another phone number to call where the phone conversation is not recorded.

- **Interact with us on social media**. When you interact with our web pages on social networking websites, such as Meta (Facebook and Instagram), Vimeo, and LinkedIn (each, a "**Social Media Page**") (collectively, "**Social Media Pages**"), we collect basic engagement metrics and use it to tailor content and marketing as set forth in this section. Please note that we do not control the use or storage of the information that you have posted to any Social Media Page. This information is collected and processed by the social networking websites for their own purposes, including marketing. For more information on how Meta, Vimeo, and LinkedIn use your personal information, please see Meta's Privacy Policy, Vimeo's Privacy Policy, and LinkedIn's Privacy Policy. We also use a social marketing tool to collect information about the activity on our Social Media Pages and identify the most active users in our community. We receive this information in aggregated form only.

    - **Social Media Pages**. When interacting with our Social Media Pages, we may collect from you, your personal *identifiers* (full name and social media handle), *visual information* (i.e., profile picture), and any other information you provide when interacting with our Social Media Pages (e.g. commenting, sharing and rating). We may use this information to advertise our business, for events and invitations, and to communicate with users. Because our Social Media Pages are publicly accessible, when you use them to interact with other users, for example by posting, leaving comments or liking or sharing posts, any personal information that you post in them or provide when registering can be viewed by others or used by them as they see fit. The content posted on our Social Media Pages or other public areas of social networking websites can be deleted in the same way as other content that you have created. If there is any posted content related to you that you want deleted, please email your request to privacy@acuityinternational.com.

    - **Community Management**. With the help of a third party, we collect, from you, your interactions, including "likes", shares, messages and other interactions with the content, in order to analyze and evaluate how our content is perceived, to learn from it, and to improve our social media and marketing efforts.

    - **Page Insights**. When you visit our Social Media Pages, they may record your IP address and other information about your usage behavior on our Social Media Pages. The Social Media Page collects, through trackers in the browser of your device or via the advertising ID (IDFA from Apple or GAID from Google), when you open the Social Media Page's app through your mobile device (e.g. smartphone or tablet). Social Media Pages use this information to create statistical evaluations for us of the use of the

Social Media Page. We receive this information, from Social Media Pages, in the form of aggregated data and anonymous statistics regarding things like: age, gender, city/country, device, inquiries from fans about other fan pages, region and language settings of the users, proportion of men and women, the number of people reached, clicks on posts, "Likes" and reactions, comments and shared content, and total video views. We do not collect or process any other personal information in connection with the page insights.

We do not retain this information independently. For information on data protection and the storage period on the Social Media Pages in relation to the "Page Insights" function see the Social Media Page's privacy policy.

- **Information Processed Solely by Social Media Pages**. We do not know how Social Media Pages use personal information for its own purposes, how long the personal information is stored on the Social Media Pages, or whether Social Media Page data is passed on to third parties.

  For example, if you are currently logged in to Facebook as a user, Facebook automatically collects, through trackers on your device, your Facebook ID or a link between the Facebook ID and the advertising ID (IDFA from Apple or GAID from Google) when you open the Social Media app through your mobile device (e.g. smartphone or tablet). This enables the Social Media app to understand that you have visited our Social Media Fan Page along with other pages that you have clicked on, whether you clicked on Social Media Page buttons integrated into websites that we partner with, and other online interactions that report user data to Social Media Pages. Based on this data, content or advertising tailored to you can be offered.

  You can find more information about the personal information collected by Social Media Pages, how it is used and how long it is stored by visiting the privacy policies listed above.

- **Interact with the Website.** In addition to the personal information you provide directly to us, we also collect information from you automatically as you use our Website via cookies, web beacons, and similar tracking technologies. This includes, but is not limited to, the following *i nternet or other electronic network activity information* (Source IP, Pages visited on our Website, time spent on the site, and general geographic location).

  We use essential, performance, marketing, and analytics cookies to collect your usage, device, and location information when you interact with the Website. We use this information to: (1) track you within the Website; (2) enhance user experience; (3) conduct analytics to improve the Website; (4) prevent fraudulent use of the Website; (5) diagnosis and repair Website errors, and, in cases of abuse, track and mitigate the abuse; (6) provide targeted advertising and (7) capture and aggregate viewing and engagement metrics. Our use of third-party marketing and analytics cookies may be considered a sale, sharing, or using and sharing for targeted advertising under some state privacy laws. If you wish to opt out of this sale of your personal

information and the processing of your personal information for purposes of targeted advertising, please visit Your Privacy Choices.

In general, you can also disable cookies by setting your browser to refuse cookies or indicate when a cookie is being sent. Please note, if you opt out of marketing and analytics cookies, your opt-out will apply across devices we can associate with you; otherwise your opt-out will be specific to the web browser, app, or device from which you accessed the opt-out. If you use multiple devices or web browsers and we cannot associate them with your opt-out, you will need to opt out of each browser or device that you use.

Third-party cookies on our Website include:

- **Google Analytics**. We use Google Analytics to collect information on your use of the Services for its improvement. To collect this information, Google Analytics installs cookies on your browser or reads cookies that are already there (for more information about how Google collects and uses the information see here). Google Analytics also receives information about you from applications you have downloaded or services that you use that partner with Google. Google's ability to use and share information collected by Google Analytics about your visits to our Websites or to another application which partners with Google is restricted by the Google Analytics Terms of Use and Privacy Notice. To prevent your data from being used by Google Analytics, you can download the Google Analytics opt-out browser add-on, which can be accessed here, adjust your Ad Settings or change settings in your Google My Activity if you are signed into your Google Account. Disclosure of personal information for some of the ways Google uses it may be deemed a sale or sharing or disclosure for targeted advertising under the data privacy laws. To opt out of this sharing, please visit Your Privacy Choices.

- **Zoominfo Websights**. We use Zoominfo Websights to collect information on your use of the Services for its improvement. To collect this information, Zoominfo installs cookies on your browser or reads cookies that are already there (for more information about how Zoominfo collects and uses the information see here). Zoominfo may also receive information about you from applications you have downloaded or services that you use that partner with Zoominfo. Zoominfo's ability to use and share information collected about your visits to our Websites or to another application which partners with Zoominfo is restricted by Zoominfo's Terms of Use and Privacy Policy. Disclosure of personal information for some of the ways Zoominfo uses it may be deemed a sale or sharing or disclosure for targeted advertising under the data privacy laws. To opt out of this sharing, please visit Your Privacy Choices.

- **Google Tag Manager**. Google Tag Manager is a tag management system to manage tags used for tracking and analytics on our Website. Tags are small code elements that, among other things, are used to manage traffic and visitor behavior and to test and optimize websites. We utilize Google Tag Manager to manage and organize all third-party tags on our Website and to control when those tags are triggered. You can view more information about Google Tag Manager's privacy practices here.

- **Aggregate data**. We aggregate the data we collect for benchmarking purposes and for internal analytics. We maintain and use this data in deidentified form. We will not attempt to reidentify the data unless it is necessary to determine whether our deidentification processes satisfy applicable data protection laws.

Acuity will also use the personal information we collect as described in this section to comply with the law, to efficiently maintain our business, and for other limited circumstances as described in the next section.

II. HOW WE SHARE YOUR PERSONAL INFORMATION

A. General Sharing

Acuity shares personal information in the following instances:

- **Within Acuity**. We may share your personal information among our affiliated entities for the legitimate business purposes of efficiently and effectively providing the Website and Services. Access to your personal information is limited to those on a need-to-know basis.

- **In the event of a corporate reorganization**. In the event that we enter into, or intend to enter into, a transaction that alters the structure of our business, such as a reorganization, merger, acquisition, sale, joint venture, assignment, consolidation, transfer, change of control, or other disposition of all or any portion of our business, assets or stock, including without limitation liquidation and/or bankruptcy, we would share personal information with third parties, including the buyer or target (and their agents and advisors) for the purpose of facilitating and completing the transaction. We will also share personal information with third parties if we undergo bankruptcy or liquidation, in the course of such proceedings.

- **For legal purposes.** We share personal information where we are legally required to do so, such as in response to court orders, subpoenas, governmental/regulatory bodies, law enforcement or legal process, including for national security purposes. We may share your information with our legal advisors or auditors to establish, protect, or exercise our legal rights or as required to enforce our terms of service or other contracts or to defend against legal claims or demands. We also share this information with third parties as necessary to: detect, investigate, prevent, or take action against illegal activities, fraud, or situations involving potential threats to the rights, property, or personal safety of any person; to comply with the requirements of any applicable law; or to comply with our legal obligations.

- **With your consent.** Apart from the reasons identified above, we may request your permission to share your personal information for a specific purpose. We will notify you and request consent before you provide the personal information or before the personal information you have already provided is shared for such purpose. You may revoke your consent at any time and may do so by contacting us via email at privacy@acuityinternational.com.

B. **Sharing in the Last Twelve (12) Months**

For Business Purposes. In the preceding twelve (12) months, Acuity has disclosed the following categories of personal information for a business purpose to the following categories of third parties:

- We have disclosed your personal information to service providers that assist us in providing the Website and Services. These service providers assist us with the following: information technology ("IT") support; website hosting; data analysis; customer service; customer relationship management; payment processors; email delivery; marketing; and similar services.

- We have disclosed your internet or other electronic network activity information collected by cookies to our IT support team to detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, and to identify and repair the Website.

- We have disclosed your internet or other electronic network activity information collected by cookies to our IT support team to update, improve, and maintain the Website and Services.

C. **Sale of Personal Information**.

In the preceding twelve (12) months, Acuity has shared your *internet or other electronic network activity information* collected via cookies and other tracking technologies with our data analytics providers as described in **PERSONAL INFORMATION WE COLLECT, HOW WE USE IT, HOW LONG WE KEEP IT, AND HOW WE SHARE IT.** Such sharing may be deemed a sale or sharing under the CCPA. To opt out of this sale of your personal information please visit the link to Your Privacy Choices.

III. YOUR INFORMATION CHOICES

You have the following choices with respect to your personal information:

- **Correct or View Your Information.** You may access your account to correct or view certain personal information you have provided to us, and which is associated with your account.

- **Opt Out of Email Tracking and Marketing Communications.** You can disable this tracking by blocking automatic loading of images in your email. You may opt out of receiving marketing emails and text messages from us by clicking the "unsubscribe" link provided at the bottom of each email we send or by replying STOP to our SMS. Please note that we will continue to send you notifications necessary to the Website and Services.

- **Opt Out of Advertising Cookies.** You can opt out of certain cookies by clicking the Your Privacy Choices.

- All session cookies are temporary and expire after you close your web browser. Persistent cookies can be removed by following your web browser's directions. To find out how to see what cookies have been set on your computer or device, and how to reject and delete the cookies, please visit: https://www.aboutcookies.org/. Please note that each web browser is different. To find information relating to your browser, visit the browser developer's website and mobile application. If you reset your web browser to refuse all cookies or to indicate when a cookie is being sent, some features of our website may not function properly. If you choose to opt out, we will place an "opt-out cookie" on your device. The "opt-out cookie" is browser specific and device specific and only lasts until cookies are cleared from your browser or device. The opt-out cookie will not work for essential cookies. If the cookie is removed or deleted, if you upgrade your browser or if you visit us from a different computer, you will need to return and update your preferences. By clicking on the "Opt-Out" links below, you will be directed to the respective third-party website where your computer will be scanned to determine who maintains cookies on you. At that time, you can either choose to opt out of all targeted advertising or you can choose to opt out of targeted advertising by selecting individual companies who maintain a cookie on your machine.

    - Network Advertising Initiative (NAI) Opt-Out: https://www.networkadvertising.org/managing/opt_out.asp
    - Digital Advertising Alliance (DAA) Opt-Out: https://optout.aboutads.info
    - European Union (EU) /European Economic Area (EEA) Opt-Out: http://www.youronlinechoices.eu
    - In general, you can also disable cookies by setting your browser to refuse cookies or indicate when a cookie is being sent.

IV. RIGHTS OF CONSUMERS

Some states like California give their residents privacy rights. To the extent California's data privacy law applies to our processing of your personal information, you are entitled to the following rights:

- **Right to Access/Know.** You have the right to request what personal information we have collected and processed about you, unless doing so reveals a trade secret as well as a list of the categories or types of third parties with whom we have shared your personal information. California residents may make a free request for access twice a year.

- **Right to Deletion.** You have the right to request the deletion of your personal information that we collect or maintain, subject to certain exceptions. For example, if we are required by law to retain the information that you are asking to be deleted, we would not be able to delete the information until we are legally permitted to delete it.

- **Right to Correct.** You have the right to correct inaccurate personal information that we collect or maintain.

- **Right to Opt Out of Sale/Sharing or use for Targeted Advertising.** You have the right to opt out of our processing of your personal information for the following purposes: (1)

targeted advertising; (2) profiling through solely automated decision making; and (3) the sale of your personal information to third parties. Acuity does not have actual knowledge that it sells or shares personal information of minors under the age of seventeen (17) years.

- **Right to Data Portability**. You have the right to ask that we transfer the personal information you gave us, to you, or in certain cases, directly to another organization, in a format that is easily understandable and to the extent technically feasible, in a structured, commonly used, machine-readable format. California residents may make a free request for transfer twice per calendar year.

- **Right to Non-Discrimination (Non-Retaliation in California).** You have the right to not receive discriminatory treatment in the processing of your personal information as well as if you exercise your rights to access, delete, opt out, correct, or limit use of sensitive personal information. Acuity will not deny you goods, services, charge you different prices or rates, or provide a different level or quality of goods or services for exercising your rights.

- **Right to Opt Out of Profiling.** You have the right to opt out of profiling of your personal information in furtherance of decisions that produce legal or similarly significant effect concerning a consumer by fully automated means. Acuity does not collect, process, sell, or share any personal information for the purpose of profiling.

If you wish to exercise your privacy rights, you may submit a request by emailing us at privacy@acuityinternational.com or by calling us toll-free at 800-868-8500 and ask for Compliance. To exercise your right to opt out of targeted advertising or the sale of your personal information via third-party marketing/analytics cookies, please visit Your Privacy Choices.

If the browser or extension that you (or your authorized agent) are using supports Global Privacy Control (GPC) (see here for more information), you may use the GPC opt out preference signal to instruct us to not sell or share any of your personal information collected online. The GPC opt out preference signal will apply to the device, platform, or browser in which you utilize it. However, if we can associate your GPC opt out preference signal on different devices with you, then we will honor the opt out preference on those other devices. You can utilize the opt out preference signal by turning on the signal in your device, platform, or browser settings. If we are unable to associate your opt-out choice across devices or browsers, then you must opt out of each device and each browser.

You must provide us with sufficient information that allows us to reasonably verify you are the person about whom we collected the personal information. Please describe your request with sufficient detail to allow us to properly evaluate and respond to it. We will verify your request by matching information provided by you with the information we have in our records. If we cannot verify your identity for access and deletion requests with the information provided, we may ask you for additional pieces of information.

Only you, or a person that you authorize to act on your behalf may make a request related to your personal information. If you are an authorized agent making a request on behalf of another

individual, you must provide us with signed documentation that you are authorized to act on behalf of that individual.

V. DO NOT TRACK

We do not respond to Do Not Track requests. Do Not Track is a preference you can set in your web browser to inform websites and mobile applications that you do not want to be tracked. You can enable or disable Do Not Track by visiting the Preferences or Settings page of your web browser.

VI. INFORMATION SECURITY

We implement and maintain appropriate technical and organizational security measures, such as software- and hardware-based monitoring and protection, access controls, firewalls, and encryption (i.e., SSL and HTTPS) to protect the personal information that we collect and maintain from unauthorized access, destruction, use, modification, or disclosure. However, no security measure or modality of data transmission is 100% secure, and we are unable to guarantee the absolute security of the personal information we have collected from you.

VII. CHILDREN'S PRIVACY

The Website and Services are not directed to or intended for individuals under the age of eighteen (18) years. If we learn that we have collected or received personal information from or market to individuals under the age of eighteen (18), we will delete their personal information. If you believe we have personal information on individuals under the age of eighteen (18), we encourage the minor's parent or guardian to please contact us using the contact information provided below to request that we remove the minor's data.

VIII. CHANGES TO THIS PRIVACY NOTICE

We may amend this Privacy Notice in our sole discretion at any time. If we do, we will post the changes to this page and will indicate the date the changes go into effect. We encourage you to review our Privacy Notice to stay informed. If we make changes that materially affect your privacy rights, we will notify you by prominent posting on our Websites and/or via email, and obtain your consent, if required.

IX. CONTACT US

If you have any questions or concerns regarding this Privacy Notice, please contact us at:

Acuity International
8600 Astronaut Blvd.
Cape Canaveral, FL 32920
800-868-8500
privacy@acuityinternational.com