

Privacy Policy for Dirickson Law, PLLC d/b/a Talent Shield (“Talent Shield,” “we,” “us” and similar pronouns)

This Privacy Policy provides information about how Talent Shield collects, uses, processes, and discloses personal information.

Talent Shield’s Approach to Privacy

To enable us to provide our membership plans, we need to collect certain personal information from you. It is sometimes necessary to share that personal information with others to provide our services to you. However, we want to emphasize that we are committed to maintaining the privacy of this information in accordance with law and with this Privacy Policy. All individuals with access to personal information about our customers are required to follow this policy.

Regardless of the measures and efforts that Talent Shield takes to protect personal information, we cannot guarantee absolute protection and security of your personal information. For instance, when we transmit documents to you via electronic delivery services, there remains the possibility that this information may be misdirected, misdelivered, or intercepted.

We encourage you to take precautions in protecting the information that you share with Talent Shield (e.g., setting up strong passwords and limiting access to such passwords).

Personal Information Collected.

The specific information that we may collect about you depends on the type of interaction and the types of products considered or purchased.

Identifiers: Examples of the types of identifiers that Talent Shield may collect include real names, nicknames, signatures, postal addresses, online identifiers, Internet Protocol addresses, email addresses, and account numbers.

Sensitive Information: Examples of the types of sensitive information that Talent Shield may collect includes banking information, credit and debit card information, legal contents exchanged via electronic delivery services, usernames and passwords for accounts connected to Talent Shield’s Site.

Internet information: Examples of the types of internet activity information that Talent Shield may collect includes browsing history, search history, information about the device used to access our website or applications, and information regarding your interaction with websites, applications, emails, or advertisements.

Geolocation information: Talent Shield may collect information about where a consumer resides or is otherwise located.

Audio and Visual information: Talent Shield may make audio recordings of telephone calls. We may make visual recordings, and you agree that we may videotape or photograph you.

Where Information Is Collected.

Customers: Much of the personal information that Talent Shield collects comes directly or indirectly from our customers and prospective customers. Information that is collected directly from you is information that you provide when you complete a form online, upload a document, email through the Talent Shield portal, email us to a Talent Shield email address, use a chat feature, speak to us on the phone, or otherwise communicate with us. We may also collect information indirectly about you when you interact with our website, using Cookies and other tracking technologies.

Service Providers: Talent Shield collects information about you from our Service Providers or other companies that we work with to deliver products to you. As used in this Privacy Policy, Service Providers means entities that Talent Shield has contracted with to provide us with services to help fulfill our business needs. These companies are not authorized to use the information we share with them for any purpose other than providing services to Talent Shield or to you.

How Information Is Used.

Talent Shield uses the information that it collects for the purposes listed below.

Providing Products and Services: Talent Shield uses personal information to provide and support its products and services. Examples of these uses include producing and delivering content to email subscribers through the Talent Shield's portal, administering the Talent Shield website, and displaying content based on customer preferences.

Security: Talent Shield uses personal information to maintain appropriate security over computer networks and its physical facilities, as well as detecting fraud or other suspicious activities.

Marketing and Advertising: Talent Shield uses personal information for marketing to current and prospective customers.

Product Development: Talent Shield uses personal information for product development, including improving existing offerings and developing new products and services, including machine learning or Artificial Intelligence ("AI") technologies.

Analytics: Talent Shield uses personal information for various types of analytics. For example, analytics are used to gain insight as to how visitors interact with Talent Shield’s website.

Operational Purposes: Talent Shield uses personal information for operational purposes, including but not limited to, maintaining the website and other infrastructure, training, quality assurance, for conducting surveys or sweepstakes, to promote Talent Shield’s brand, and to use in connection with relationships with service providers and business partners.

Financial Reporting: Talent Shield uses personal information in connection with various types of financial reporting and other similar internal uses. Examples of the types of financial reporting that Talent Shield may use personal information includes internal budgets and projections, compensation calculations, and public reporting (if applicable).

Meeting Legal Requirements: Talent Shield uses personal information to meet our legal obligations. For example, responding to subpoenas for information.

Business Transfers: If Talent Shield undertakes or is involved in any merger, acquisition, reorganization, sale of assets, bankruptcy, or insolvency event, then we may sell, transfer, or share some or all of our assets, including personal information related to customers in connection with the transaction or in contemplation of the transaction.

How Long Information Is Retained.

Talent Shield retains your personal information for at least as long as it is necessary to fulfill the purposes for which we collected the data, to provide you with services and products, to comply with our data retention obligations, and to successfully run our business.

Use of Cookies and Similar Technologies.

Talent Shield uses a range of technologies in connection with your use of our website, mobile application, and when you engage with emails that we send you. The types of technologies that we may use include cookies, web beacons, tags, scripts, local shared objects such as HTML5, advertising identifiers and similar technologies, which for purposes of this Privacy Policy we refer to as “Cookies.”

We use Cookies, either directly or through our service providers, for a variety of purposes including but not limited to, website performance, security, and marketing measures. You may opt-out of the use of certain Cookies through the Preference Center or through the link below.

Dispute Resolution; Choice of Law; Venue.

Any dispute, which arises under this Agreement shall be submitted for binding arbitration in accordance with the procedures of the Tennessee State Bar Association, or, if that organization declines to arbitrate the dispute, before the American Bar Association in Nashville, Tennessee, in accordance with its procedures; provided that the Tennessee Rules of Evidence and the Tennessee Rules of Civil Procedure shall govern any such arbitration. Any dispute arising from this Agreement will be governed by and construed and enforced in accordance with the laws of Tennessee, without regard to conflict of law rules or principles (whether of Tennessee or any other jurisdiction) that would cause the application of the laws of any other jurisdiction. Any dispute between the parties that is not subject to arbitration will be resolved in the state courts sitting in Davidson County, Tennessee, or the federal courts of the United States sitting in the Middle District of Tennessee, Nashville Division. You consent to personal and exclusive jurisdiction of these courts. Each party to this Agreement irrevocably consents to service of process by any method allowed under Tennessee law including by certified mail to last known address.

Changes To This Policy.

We may update this Privacy Policy to reflect changes to our practices. Notice of changes may be given in any manner we choose in compliance with the law such as, but not limited to, posting a notice of changes on our websites. We encourage you to review this page periodically for the latest information on our privacy practices.

**Customers in California, Colorado, Connecticut, and Virginia may have certain privacy rights. These customers can make a request for more information by contacting us at the email address below.

If you have any questions regarding our Privacy Policy, please contact us at info@diricksonlaw.com

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