PRIVACY POLICY

This Privacy Policy describes how Prosper IT, LLC, doing business as Endeavor IT ("Endeavor IT", "we", "us", or "our"), collects, uses, and shares personal information about visitors to our website, prospective and existing client contacts, job applicants, and other individuals who interact with us. It also describes the rights individuals have with respect to their personal information.

This Privacy Policy applies to personal information Endeavor IT collects in the course of operating its business. It does not apply to personal information that Endeavor IT processes on behalf of its business clients in the course of providing services to those clients. Where Endeavor IT processes personal information about a business client's employees, customers, or other individuals as part of the services Endeavor IT provides to that client, Endeavor IT acts as a service provider on behalf of the client. Individuals with questions about how their information is processed in that context should contact the relevant Endeavor IT client directly.

1. Information We Collect

1.1 Information You Provide Directly. We collect personal information when you provide it to us, including:

(a) your name, business name, work email address, work phone number, and job title when you complete a contact form, request information, schedule a meeting, register for an event, or download a resource;

(b) billing and payment information when you pay for services (payment card information is processed by our payment processor and not retained by Endeavor IT);

(c) information you provide when you apply for a position with Endeavor IT, including your resume, employment history, education history, references, and information collected as part of the background check process;

(d) the content of communications you send to us, including emails, support requests, and feedback; and

(e) other information you choose to provide.

1.2 Information From Your Visit to Our Website. When you visit our website, we automatically collect certain information about your device and your interaction with our website, including:

(a) IP address, browser type and version, operating system, device type, and language preference;

(b) the pages of our website you visit, the date and time of your visit, the time spent on each page, and the website that referred you; and

(c) information collected through cookies and similar technologies, as described in Section 1.4.

1.3 Information From Third Parties. We may collect personal information about you from third parties, including:

Business contact database, professional networking platforms, marketing data providers, and references provided in connection with job applications

1.4 Cookies and Similar Technologies. We and our service providers use cookies and similar tracking technologies on our website to remember your preferences, understand how visitors use the website, and improve the website experience. Cookies are small data files placed on your device when you visit a website. You can control cookies through your browser settings; however, disabling cookies may affect the functionality of the website. The specific cookies used on our website include:

Strictly necessary cookies required for basic website function, analytics, and marketing cookies.

2. How We Use Information

2.1 We use the personal information we collect for the following purposes:

(a) **Provide and improve our services.** To respond to your inquiries, provide the services you request, manage our client relationships, process payments, and improve our services and website.

(b) **Communicate with you.** To respond to your questions, send service-related communications, send marketing communications about Endeavor IT's services (subject to your right to opt out at any time), and invite you to events.

(c) **Recruit and hire.** To evaluate job applicants, conduct background checks, communicate with applicants, and maintain records related to recruiting and hiring.

(d) **Operate our business.** To manage our internal operations, maintain records, conduct analytics, train personnel, develop new services, and pursue legitimate business interests.

(e) **Comply with legal obligations.** To comply with applicable law, regulation, court order, subpoena, or government request; to enforce our agreements; and to protect our rights, the safety of others, and the integrity of our systems.

(f) **Security and fraud prevention.** To detect, investigate, and prevent fraud, security incidents, and other harmful activity.

3. How We Share Information

3.1 Endeavor IT does not sell personal information. We share personal information in the following circumstances:

(a) **Service providers.** We share personal information with third-party vendors that help us operate our business, including hosting providers, customer relationship management platforms, marketing and email service providers, billing and payment processors, analytics providers, and security service providers. Service providers are contractually required to use personal information only for the purposes we direct and to protect personal information consistent with applicable law.

(b) **Professional advisors.** We share personal information with our lawyers, accountants, auditors, insurance providers, and similar advisors as necessary for them to provide services to us.

(c) **Legal and regulatory requirements.** We share personal information when required to do so by law, regulation, court order, subpoena, or government request, or when necessary to protect our rights, the safety of others, or the integrity of our systems.

(d) **Business transactions.** We may share personal information in connection with a merger, acquisition, financing, reorganization, or sale of all or substantially all of our assets. In any such transaction, personal information is transferred subject to commitments consistent with this Privacy Policy.

(e) **With your consent.** We share personal information with other recipients when you authorize us to do so.

4. Your Privacy Rights

4.1 Depending on your state of residence and applicable privacy laws, you may have one or more of the following rights with respect to personal information we hold about you:

(a) **Right to know.** The right to know what categories of personal information we collect, the sources of that information, the purposes for which it is used, and the categories of third parties with whom it is shared.

(b) **Right to access.** The right to request a copy of the personal information we hold about you.

(c) **Right to correct.** The right to request that we correct inaccurate personal information.

(d) **Right to delete.** The right to request that we delete personal information about you, subject to legal and contractual exceptions.

(e) **Right to opt out.** The right to opt out of the sale or sharing of personal information and the right to opt out of targeted advertising. Endeavor IT does not sell personal information.

(f) **Right to non-discrimination.** The right not to be discriminated against for exercising any of these rights.

4.2 To exercise any of these rights, contact us using the information in the "How to Contact Us" section. We may need to verify your identity before responding. We will respond to your request within the time period required by applicable law.

4.3 You may also opt out of marketing communications at any time by clicking the unsubscribe link in any marketing email we send or by contacting us. Opting out of marketing communications does not affect service-related communications about services you receive from us.

5. Data Retention

5.1 We retain personal information for as long as necessary to:

(a) fulfill the purposes for which the information was collected;

(b) comply with our legal, regulatory, accounting, tax, and contractual obligations;

(c) resolve disputes and enforce our agreements; and

(d) maintain reasonable business records.

5.2 Retention periods vary by category of personal information and by the specific legal obligations that apply. When we no longer have a legitimate business need to retain personal information, it is deleted, anonymized, or securely archived. To request deletion of personal information about you, see Section 4.

6. Security

6.1 Endeavor IT maintains reasonable administrative, technical, and physical safeguards designed to protect personal information from unauthorized access, use, alteration, and disclosure. However, no method of transmission over the internet or method of electronic storage is completely secure, and we cannot guarantee the absolute security of personal information.

7. Children’s Privacy

7.1 Endeavor IT's services and website are not directed to individuals under the age of 18. We do not knowingly collect personal information from individuals under 18. If we learn that personal information from an individual under 18 has been collected, we will take reasonable steps to delete that information. If you are a parent or guardian and you believe we have collected personal information from your child, please contact us using the information in Section 8.

8. How to Contact Us

8.1 Questions, comments, or requests regarding this Privacy Policy, or to exercise the rights described in Section 4, may be directed to:

Prosper IT, LLC, doing business as Endeavor IT
2 S West St
Cloverdale, IN 46120
Email: privacy@endeavorit.com

9. Changes to This Privacy Policy

9.1 We may update this Privacy Policy from time to time to reflect changes in our practices, technologies, legal requirements, or for other reasons. The updated Privacy Policy will be effective when posted, indicated by an updated "Effective" date at the top of the document. If we make material changes to this Privacy Policy, we will provide additional notice, which may include a prominent notice on our website or direct notice to you where appropriate. We encourage you to review this Privacy Policy periodically.