PRIVACY NOTICE

This Privacy Notice ("**Notice**") tells you about the collection, use, sharing, secure storage, and retention (individually and collectively, "**Processing**") of your personal data (information that relates to an identified or identifiable human being, also known as "personal information") by LabStats, a business unit of Cordance operations LLC ("**we**" or "**us**" or "**our**"), when you visit this website (the "**Site**", and all such personal information Processed by us when you visit it, the "**Personal Data**"), and your rights regarding our Processing thereof. (For your rights regarding our use of "cookies"—small amounts of data a server sends to a user's web browser to identify a user to a website—please see our Cookie Notice, accessible from the Site's home page.)

1. Personal Data We Process. When you access and use the Site, we may Process some or all of this Personal Data:

- Automatically sent to us: computer-related data (e.g., IP address) and data derived therefrom (e.g., geographic location); information about your interaction with the Site (e.g., pages viewed)
- If you choose to provide to us: your name and courtesy title; your employing company and job title role there; and your work contact details (work physical address, work telephone number, and work email address)

2. How We Use, and Our Basis for Using, Personal Data. We may use the Personal Data for (and our basis for Processing the Personal Data is our legitimate interest in) the following business purposes:

- to communicate with you about our company and its products and services, including providing sales marketing tailored to the company that employs you and its business
- to respond to your inquiries to us
- to manage, maintain, and improve the Site's operation, security, features, and performance
- to manage your subscriptions to any of our newsletters or other publications to which you may have subscribed via the Site
- to comply with applicable law or regulation

3. How We May Share Personal Data. We will not sell any of your Personal Data, but we may share some or all of your Personal Data as set forth below.

3.1 Sharing Personal Data Within Our Company and with Our Affiliates: We will only permit access to your Personal Data by those of our employees (and those of our affiliates) who need access to perform the functions listed in section 2 above , and then only as necessary to perform the applicable function(s).` (You may ask for a list of our affiliates using the contact information in Section 8 below.)

3.2 Sharing Personal Data with Third Parties: We may share Personal Data with the applicable third parties (of the types listed below) in any applicable country for the reasons stated below, but only after taking appropriate technical, organizational, and contractual measures to ensure that the Personal Data shared is Processed only to the extent necessary and in accordance with applicable law and this Privacy Notice.

- If required by applicable law or regulation (e.g., subpoena, or request by law enforcement or government agency), or to investigate possible fraud, or if required to protect the rights or security of you, others, or ourselves, then we may share Personal Data with our attorneys and with courts, law enforcement, or government agencies.
- If we undergo a reorganization, or become party to a merger, acquisition, or joint venture, or undertake a divestiture, assignment, transfer, or other sale or disposition of any or all of our business lines, assets, or stocks, then we may share Personal Data with our attorneys and affiliates, with courts or government agencies, and with any applicable third-party companies.
- If we engage third-party companies or individual contractors to perform business functions for us related to any of the functions described in Section 2 above (e.g., provision or management of websites or sales and marketing events or campaigns, including interest-based advertising; information technology services, including sales and marketing email delivery) or to provide compliance or audit services to us, then we may share Personal Data with such third-parties.
- If we determine that it would be appropriate for one of our distributors or resellers to contact you regarding our products and services and your employing company's business, then we may share Personal Data with such distributors or resellers.

3.3 Sharing Personal Data Worldwide: For any of the reasons stated in Section 3.1 or 3.2 above, it may be necessary that we share certain Personal Data with our affiliates and/or applicable third parties located in a country other than the one in which you reside; in all such cases, we take adequate measures designed to protect the shared Personal Data as required by applicable law or regulation.

4. How We Securely Store Personal Data. We have implemented appropriate technical, physical, and organizational measures designed to protect the Personal Data from all forms of unlawful Processing, including unauthorized access or disclosure, and accidental or unlawful destruction, loss, damage, or alteration.

5. How Long We Keep Personal Data. We keep the Personal Data for as long as you are an "**Active Contact**," which means that, you have either visited the Site or submitted an inquiry to us or updated your contact details with us (and you have not asked us to limit or stop our use of your Personal Data). Once you are no longer an Active Contact, we erase your Personal Data from our systems (unless we are required to keep the data for a longer period for legal purposes) and ensure that such data is securely destroyed so the data cannot be reconstructed. If you subscribe to any of our newsletters or other publications via the Site, then we will retain the Personal Data required to manage that subscription until either you unsubscribe or we cease publication or you ask us to delete your Personal Data, whichever occurs first

6. Your Personal Data Rights. Under applicable law, you may have some or all of these rights regarding our Processing of your Personal Data:

- **Right to Know What Personal Data We Collect, How We Use That Personal Data, and With What Third Parties We Might Share That Personal Data:** See Sections 1, 2, and 3 above.
- **Right to Have Your Personal Data Corrected or Changed:** If the Site does not permit you to edit any of your previously submitted Personal Data that you want to change, then you can ask us to correct or otherwise change your Personal Data, as long as the requested changes are factually accurate.
- **Right to Object to, Limit, Restrict, or Opt-out of Our Use or Sharing of Your Personal Data:** You may ask us to limit, restrict, or stop using your Personal Data for any or all of the uses listed in Section 2 above (to stop receiving our marketing emails or newsletters, use the "Unsubscribe" option given in the email or newsletter). You may also ask us to stop sharing your Personal Data with any of the third parties listed in Section 3 above (except for sharing of Personal Data with law enforcement, courts, or government agencies where required by law or regulation).
- **Right to Have Your Personal Data Deleted:** You can ask us to delete from our systems some or all of your Personal Data.
- **Right to Get a Copy of Your Personal Data:** If you reside in California (USA), in Canada, in the United Kingdom, in a member country of the European Economic Area, or in any other jurisdiction that gives its citizens this legal right, then you can also ask us for a copy of your Personal Data (and can ask that such copy be provided in machine readable form, if you wish).

To contact us about your Personal Data rights, or with questions or concerns about this Privacy Notice, please use the contact information in Section 8 below. (We will never discriminate or take adverse action against you or your employing company for the exercise of your rights or for any questions or concerns about this Privacy Notice.)

7. We Do Not Process Sensitive Personal Information or Children's Personal Information. The Site is intended for marketing for business-to-business sales of our products and services to provide general information about our company , which do not require:

- a visitor to provide any "**Sensitive Personal Information**" (personal information that could cause harm if accessed or disclosed without authorization or misused, including government-issued ID numbers; PINs and bank account, credit card, or other financial account numbers; information about union membership, political opinions, religious beliefs, or criminal history; data about racial or ethnic origin; and all health-related information, including genetic and biometric data)
- use of the Site by anyone under the age of 18 years (a "minor"), nor any visitor to provide any information about a minor (all such information, "**Children's Personal Information**")

Please do not send to us any Sensitive Personal Information or Children's Personal Information. (If you reasonably believe that we have unintentionally collected any such information, then please notify us using the information in Section 8 below; if we determine that we have unintentionally collected any such information, then we will purge such information from our systems and securely destroy it as soon as reasonably possible.)

8. Contact Us. Send any requests about your Personal Data, or questions or concerns about this Privacy Notice, to us at:

Mail or Courier: Attn: Privacy, 16 W Martin Street, Raleigh, NC 27601 USA

Email: legal@cordance.com

Effecive Date: 3-15-2025