

PRIVACY POLICY

Effective December 1, 2024

PLEASE REVIEW THIS POLICY CAREFULLY

The following describes how IDS Publishing Corporation (“IDS”) uses and disseminates information you provide through rmphub.com (the “Site”). If you have questions about this Privacy Policy, you may contact us at ids@idspublishing.com. By using rmphub.com, you are consenting to this Privacy Policy.

COLLECTION OF YOUR PERSONAL INFORMATION

Unless expressly noted otherwise, IDS does not collect personally identifiable information from users of its Site. When you visit our Site, some information about your computer hardware and software is automatically collected such as your IP address, domain name, browser type, access time, and test duration time. We typically do not use this information for any purpose, but we may use this information to implement improvements and to analyze the Site for troubleshooting. The Site does not require you to create an account. However, to take the Reiss Motivation Profile® (“RMP”) does require you to provide us with Personal Data – namely your gender, age, and country of residence – which are used to score your responses to the test. If you choose to withhold the Personal Data requested on the test login page, it will not be possible for you to take the RMP.

INTERNATIONAL PRIVACY LAWS AND YOUR RIGHTS UNDER THE GDPR

If you are visiting the Site from outside the United States, please be aware that you are sending information to the United States where our servers are located. Information you submit may then be transferred within the United States or from the United States to other countries outside of your country of residence, depending on the type of information and how it is stored by IDS. These countries (including the United States) may not necessarily have data protection laws as comprehensively protective as those of your country of residence; however, our collection, storage, and use of your data will at all times continue to be governed by this Privacy Policy.

If you are a member of the European Union (EU), you have special rights under the GDPR. Those include: You have the right to object to the processing of your data and the right to portability of your data. All complaints must be sent to ids@idspublishing.com. You also have the right to erasure, rectification, access, or to seek restrictions to the processing of your personal data in our system. To the extent you provide consent to our processing of your personal data, you have the right to withdraw that consent at any time. Any withdrawal of consent does not apply to data collected lawfully prior to the withdrawal. You have the right to lodge a complaint with a supervisory authority containing jurisdiction over GDPR related issues.

COOKIES: WHAT THEY ARE, AND WHY THEY ARE NEEDED

A cookie is a data text file sent from a website to your browser. We use cookies only to track your progress in completing the test. Once you have completed the test, the cookies are automatically deleted by your browser.

IDS's POLICY WITH MINORS

Our Site is not intended for individuals under the age of 18 unless the parent or legal guardian has given written permission for the minor to take the RMP.

DATA RETENTION

The data collected from a User - namely their gender, age, country of residence, and test responses - will be retained for as long as it is needed to fulfill the purposes for which it was initially collected.

USE OF YOUR PERSONAL INFORMATION

If you do choose to provide your Personal Data, the information will be used by IDS to score your responses to the test and to generate your RMP report and graphs. Your Personal Data also will be used by IDS in total aggregated statistics to improve the RMP.

You have the right to request that we remove your personal information from our database. You can do this by contacting us at ids@idspublishing.com. We will ask you to verify your identity. Once your identity is verified, we will comply with your request within 45 calendar days and will notify you by email that we have done so.

We do not give away, sell, rent or lease users' personally identifiable information to any merchant, advertiser, or web publisher. We reserve the right to disclose personal information when needed to comply with the law or a legal process, cooperate with investigations of purported unlawful activities, identify persons violating the law, or in connection with the sale of part or all of IDS's assets.

LIMITATIONS

By using the Site, you agree that IDS is not responsible for: (i) any disclosure of your personal information made by you to a third party through your use of the Site; (ii) any disclosure of your personal information obtained illegally from IDS; or (iii) any accidental disclosure of your personal information made by IDS.

POLICY CHANGES

We may modify this Privacy Policy from time to time. Any modifications will be effective immediately when they are posted. The date of the original Privacy Policy as well as any revisions will appear at the top of the Policy. Your continued use of the Site following any changes means you accept and agree to these changes.

YOUR COMMENTS

This website is operated by IDS Publishing Corporation, 7730 Bridle Path Lane, McLean, Virginia 22102, United States of America. All comments should be directed to ids@idspublishing.com.

Notice under California Consumer Privacy Act

This Privacy Notice explains, in general, the procedures behind our collection, storage, and process of the information we may collect from you online, if any. This notice is intended to operate as a supplement to our Privacy Policy, for the sole purpose of defining rights that California consumers may have with respect to our Site under the California Consumer Privacy Act of 2018 ("CCPA").

Terms such as "personal information" and "processing" that are defined in the CCPA will have the same definitions in this Notice as we understand them to have under the CCPA. This includes exceptions to certain terms under the CCPA. For example, "personal information" under the CCPA does not include publicly available, aggregate consumer information, or de-identified information.

The following chart is for the sole purpose of demonstrating the categories of information we may collect online, and other relevant information, such as why we collect information, how it is shared, if it is shared, and whether we sell that personal information.

Personal Information:

Type of Information Collected	Purpose for Collection	Who do we share Information with?
Name, age, gender, country of residence, test responses	Information requested on our login page, located at rmphub.com	Third party service providers as necessary to administer, facilitate, and enhance the provision of our Site under agreements that such providers maintain the information as confidential.

If you would like to request additional information, please email ids@idspublishing.com and complete the following:

- Identify yourself
- Specify the information you request to be accessed, corrected, or removed

Please note that we reserve the right to request additional information to verify the above, including a form of government-issued identification. We additionally reserve the right to decline to process requests if you fail to provide either of the above, if we believe the request will violate any other law or legal requirement, cause the information to be incorrect, or jeopardize the privacy of others.

Written responses to information requested under this section will be delivered by email. We will respond within 45 calendar days from the day the request is received. If there are extenuating circumstances preventing the fulfillment of your request, we reserve the right to extend our response due date, if reasonably necessary, and will notify you of such extension by email. If a request is declined, we will provide an explanation as to why. You have the right to appeal a denial. We will not discriminate against you for exercising any rights available to you under applicable law.

We additionally reserve the right to modify, or delete some or all of your information collected. In such a case, we will retain data as reasonably necessary to comply with any legal obligations, including regulatory, security, or dispute requirements, law enforcement requirements, to prevent fraud or abuse, or to enforce obligations, including any other requests from you.

To make a request, you're welcome to contact us at the information provided in our Privacy Policy. You can designate an agent to make a request on your behalf in one of two ways: (1) having your agent send us a letter, signed by you, certifying that the agent is acting on your behalf and showing proof that they are registered with the California Secretary of State; or (2) by you and the agent executing and sending us a notarized power of attorney stating that the agent is authorized to act on your behalf. Please note that we may still require you to verify your identity before we process a request submitted by your agent.