



PRIVACY POLICY 2013  
EFFECTIVE APRIL 7, 2013

3Tec Solutions has created this Privacy Policy to demonstrate our firm commitment to protecting information you submit. This Privacy Policy only applies to transactions made, and data gathered, on 3tecsolutions.com. You can visit 3tecsolutions website without revealing your identity. There are times, however, when we may request information to better serve you as an existing or prospective client. Under any given scenario 3Tec Solutions does not sell, share, distribute or disclose your personal information unless you permit us to while providing for services in which you have shown interest in or under the following circumstances:

1. When working with contracted outsourcing partners who work on behalf of 3Tec Solutions. All partners are subject to strict confidentiality agreements.
2. None of these companies are not extended any independent right to share this information with their partners.
3. If we should have to respond to legal action, subpoenas, court orders or legal process, or to establish or exercise our legal rights or defend against legal claims.
4. We believe that there is a necessity to share information in order to investigate, defend or take action regarding illegal activities, suspected fraud, situations involving potential threats to the physical safety of any person, or as otherwise required by law.
5. We may transfer your information in case of any acquisition or merger within the company.

This transition will take place with full disclosure of this Privacy Policy and the commitments expressed herein.

You may be asked to share information, such as your name, address or e-mail identification. These requests are strictly required to improve communications, make content from our website accessible in a legal manner, and to enable us to provide a subscription service. It is our intent to protect the privacy of any shared information that is personally identifiable.

3Tec Solutions takes data security seriously and provides access permission to systems that contains such data only on a need to know basis.

3Tec Solutions may occasionally partner with other third party companies in web-based promotions. However, 3Tec Solutions shall not be liable for any personal information submitted to external vendors or to any website linked to this site. 3Tec Solutions also recommends that any website visitor, accessing the [www.3tecsolutions.com](http://www.3tecsolutions.com) website as an employee of a company, abide by the privacy practices and security guidelines of the corporations they represent. 3Tec's website team recognizes that the receipt, transmission, distribution, or propagation of unwanted emails (Spam) as a major concern. We will abide by all anti-Spam legal regulations when emailing any and all information out from 3Tec Solutions. If you would like us to delete/edit/remove personal information collected about you, please send an email to [info@3tecsolutions.com](mailto:info@3tecsolutions.com) with 'REMOVE DETAILS' mentioned in the subject line.

#### Cookie Policy:

Like most websites, 3Tec Solutions uses web cookie technology to help keep track of the information such as, but not limited to, your Internet Protocol Address (IP), Internet Service Provider (ISP), Operating System, the website from which you have arrived, and the date and time of your visit. 3Tec Solutions uses cookie information solely for internal marketing purposes, for example, to see what pages are most frequently visited in order to improve the site experience. We also use cookies to deliver content specific to a visitor's interests and to facilitate the retrieval of information so a site visitor does not have to re-enter information each time they visit the website. If you are using one of the market leading browsers and are uncomfortable accepting cookies from our website, you may erase and/or disable the acceptance of cookies in your browsers administrative tools. Disabling your browser in this manner may result in a compromised experience of [www.3tecsolutions.com](http://www.3tecsolutions.com) or other websites you regularly visit.

#### Nature of Data on the Internet:

3Tec Solutions intent is to keep secure any personal information that you submit to us, and 3Tec Solutions will continue to take steps to maintain the security of our website, infrastructure, and facilities. However, the open nature of the Internet is such that data may flow over networks without security measures and may be accessed and used by people other than those for whom the data is intended. Therefore, in submitting personal information to any website connected to the Internet, you assume some risk (though minimal) of a third party obtaining that information. To guard against this threat we advise that any individual using the Internet as a communications medium take steps to educate themselves on the risks and take necessary steps to address them as best as possible. These steps include, but are not limited to, using encryption software and installing anti-spyware on your system.

#### Changes to this Privacy Policy:

We may modify, alter, or update this Privacy Policy at any time, so we encourage you to review this policy frequently. We will not provide individual notice to you of changes to this Privacy Policy.