



HAYS WORLDWIDE RESEARCH

CCPA Your Info, Your Rights

We take privacy, and our obligations and your rights under privacy laws such as the General Data Protection Regulation (“GDPR”) and the California Consumer Privacy Act (“CCPA”), very seriously at the Focus Room. While in some of our businesses, we do not collect or handle information at all, and the vast majority of market research is conducted on an anonymized or pseudonymized basis, we do, in some circumstances, collect personal information for market research and analytics purposes.

Under CCPA, “sell” is defined broadly to include any sharing or disclosure of personal information for any type of consideration, including non-monetary consideration. We would never sell your personal information in the traditional sense (i.e., disclosing your personal information in exchange for money). Under CCPA, you have the right to opt out of the disclosure of your personal information.

Your additional various rights under the GDPR and CCPA as to any personal information we may have about you, and limitations on the exercise of those rights, are described in our [privacy policies](#). You can exercise any of those rights by sending an email to info@focusroom.com.

By law, as well as for your own protection, we are required to take certain steps to verify your identity in connection with any data-related request. If we are unable to verify your identity, we may not be able to respond to your request. Therefore, when making any requests relative to selling your personal information or our privacy policy, please provide as much information as possible as noted below. We will only use this information for verification purposes and will thereafter delete it.

*When writing, be sure to include:

- Your name
- Your preferred email address
- Your phone number
- Your request type:
 - Comment or Question
 - Request for removal / deletion
- Any additional information