Privacy Policy

EMME, Inc. (“EMME”, “we,” “our,” and/or “us”) value the privacy of individuals who use our website (the “Website”). This privacy policy (the “Privacy Policy”) explains how we collect, use, and share information from users of our Website (“Users”). This Privacy Policy does not extend to cover any information collected via a mobile app, technological device, or related services. By using our Website, you agree to the collection, use, disclosure, and procedures this Privacy Policy describes. Beyond the Privacy Policy, your use of our Website is also subject to our Terms of Service.

Information We Collect

We may collect a variety of information from or about you or your devices from various sources, as described below.

A. Information You Provide to Us.

Communications. If you contact us directly, we may receive additional information about you. For example, when you contact our team, we will receive your name, email address, the contents of a message or attachments that you may send to us, and other information you choose to provide. If you subscribe to receive alerts, then we will collect certain information from you, such as your email address. When we send you emails, we may track whether you open them to learn how to deliver a better customer experience and improve our Website.

Careers. If you decide that you wish to apply for a job with us, you may submit your contact information and your resume online. We will collect the information you choose to provide on your resume, such as your education and employment experience. You may also apply through LinkedIn or Indeed. If you do so, we will collect the information you make available to us on those services.

B. Information We Collect When You Use Our Website

Device and Location Information. We receive information about the device and software you use to access our Website, including IP address, web browser type, operating system version, phone carrier and manufacturer, and device identifiers. We may infer your general location information, for example, by using your internet protocol (IP) address.
Usage Information. To help us understand how you use our Website and to help us improve it, we automatically receive information about your interactions with our Website, like the pages or other content you view and the date and time of your visits.

Information from Cookies and Similar Technologies. We and third-party partners collect information using cookies, pixel tags, or similar technologies. Our third-party partners, such as analytics and advertising partners, may use these technologies to collect information about your online activities over time and across different services. Cookies are small text files containing a string of alphanumeric characters. We may use both session cookies and persistent cookies. A session cookie disappears after you close your browser. A persistent cookie remains after you close your browser and may be used by your browser on subsequent visits to our Website.

Please review your web browser’s “Help” file to learn the proper way to modify your cookie settings. Please note that if you delete or choose not to accept cookies from the Website, you may not be able to utilize the features of the Website to their fullest potential.

C. Information We Receive from Third Parties.

Information from third party services. If you choose to link our Website to a third-party account, we may receive information about you, including your profile information, your photo, and your use of the third-party account. If you wish to limit the information available to us, you should visit the privacy settings of your third-party accounts to learn about your options.

Blog Posts. If you decide to like (“clap”) or comment on our blog posts, we will receive the publicly posted user information to include your name, profile photo, the content of the comment or message you post, the other bloggers or Medium subscribers you follow, and the history of blog posts you’ve clapped at or commented on in the past. This information is publicly available to everyone viewing the website.

Background Checks. We may work with third party partners to perform background checks on job applicants and receive publicly available information such as criminal history or driving records.

How We Use the Information We Collect

We use the information we collect:

- To provide, maintain, improve, and enhance our Website;
- To personalize your experience on our Website such as by providing tailored content and recommendations;
- To understand and analyze how you use our Website and develop new products, services, features, and functionality;
- To communicate with you, provide you with updates and other information relating to our Website, provide information that you request, respond to comments and questions, and otherwise provide customer support;
For marketing and advertising purposes, such as developing and providing promotional and advertising materials that may be relevant, valuable or otherwise of interest to you;

To facilitate the connection of third-party services or applications, such as Medium.com, where our blog is hosted, or social networks such as Indeed or LinkedIn;

To facilitate transactions and payments;

To find and prevent fraud, and respond to trust and safety issues that may arise;

For compliance purposes, including enforcing our Terms of Service or other legal rights, or as may be required by applicable laws and regulations or requested by any judicial process or governmental agency; and

For other purposes for which we provide specific notice at the time the information is collected.

How We Share the Information We Collect

Affiliates. We may share any information we receive with our affiliates for any of the purposes described in this Privacy Policy.

Vendors and Service Providers. We may share any information we receive with vendors and service providers retained in connection with the provision of our Website.

Social Networks and Other Online Services. Our Website allows you to, upon your direction, share information with social networking services, such as LinkedIn, and Indeed. You understand and agree that the use of your information by any social networking websites will be governed by the privacy policies of these third-party platforms and your settings on that platform. We encourage you to review their privacy policies.

Analytics Partners. We use analytics services such as Google Analytics to collect and process certain analytics data. These services may also collect information about your use of other websites, apps, and online resources. To help us understand how you use our Website and to help us improve it, we automatically receive information about your interactions with our Website, like the pages or other content you view and the dates and times of your visits.

Advertising Partners. We work with third party advertising partners to show you ads that we think may interest you. Some of our advertising partners are members of the Network Advertising Initiative (http://optout.networkadvertising.org/?c=1#!/) or the Digital Advertising Alliance (http://optout.aboutads.info/?c=2&lang=EN). If you do not wish to receive personalized ads, please visit their opt-out pages to learn about how you may opt out of receiving web-based personalized ads from member companies.

As Required by Law and Similar Disclosures. We may access, preserve, and disclose your information if we believe doing so is required or appropriate to: (a) comply with law enforcement requests and legal process, such as a court order or subpoena; (b) respond to your requests; or (c) protect your, our, or
others’ rights, property, or safety. For the avoidance of doubt, the disclosure of your information may occur if you post any objectionable content on or through the Website.

Merger, Sale, or Other Asset Transfers. We may transfer your information to service providers, advisors, potential transactional partners, or other third parties in connection with the consideration, negotiation, or completion of a corporate transaction in which we are acquired by or merged with another company or we sell, liquidate, or transfer all or a portion of our assets. The use of your information following any of these events will be governed by the provisions of this Privacy Policy in effect at the time the applicable information was collected.

Consent. We may also disclose your information with your permission.

Your Choices

Marketing Communications. You can unsubscribe from our promotional emails via the link provided in the emails. Even if you opt-out of receiving promotional messages from us, you will continue to receive administrative messages from us.

Third Parties

Our Website may contain links to other websites, products, or services that we do not own or operate. We are not responsible for the privacy practices of these third parties. Please be aware that this Privacy Policy does not apply to your activities on these third-party services or any information you disclose to these third parties. We encourage you to read their privacy policies before providing any information to them.

Security

We make reasonable efforts to protect your information by using physical and electronic safeguards designed to improve the security of the information we maintain. However, as no electronic transmission or storage of information can be entirely secure, we can make no guarantees as to the security or privacy of your information.

Children’s Privacy

We do not knowingly collect, maintain, or use personal information from children under 13 years of age, and no part of our Website is directed to children. If you learn that a child has provided us with personal information in violation of this Privacy Policy, then you may alert us at privacy@meetemme.com.

If you are a California resident under the age of 18 and you wish to remove content that you publicly posted, you may submit a request by contacting us at privacy@meetemme.com. Removing the public content does not ensure complete or comprehensive removal of the content or information.
Your California Privacy Rights

If you reside in California and have provided your personal information to us, you may request information once per calendar year about our disclosures of certain categories of personal information to third parties for their direct marketing purposes. Such requests must be submitted to us in writing at the following email address: privacy@meetemme.com.

International Visitors

Our website is hosted in the United States and intended for visitors located within the United States. If you choose to use our Website from the European Union or other regions of the world with laws governing data collection and use that may differ from U.S. law, then please note that you are transferring your personal information outside of those regions to the United States for storage and processing. Also, we may transfer your data from the U.S. to other countries or regions in connection with storage and processing of data, fulfilling your requests, and operating the Website. By providing any information, including personal information, on or to the Website, you consent to such transfer, storage, and processing.

Changes to this Privacy Policy

We will post any adjustments to the Privacy Policy on this page, and the revised version will be effective when it is posted. If we materially change the ways in which we use or share personal information previously collected from you through our Website, we will notify you through the Website, by email, or other communication.

Contact Information

If you have any questions, comments, or concerns about our processing activities, please email us at privacy@meetemme.com.

Last Updated: April 21, 2020