

Privacy Policy (Last Updated: November 27, 2024)

Introduction

This Privacy Policy governs the collection, use, and disclosure of personal information, including sensitive or special categories of data, by Kerdos Coding LLP ("Kerdos Coding", "Code Kerdos", "we", or "our"). "Personal Data" refers to information that can identify an individual ("you" or "your"), as outlined below. Kerdos Coding LLP is committed to safeguarding your privacy and ensuring a secure experience using our website, products, and services (collectively called "Products").

This policy applies to the Kerdos Coding LLP website and all associated subdomains. Please refer to the following link for our Terms of Service.

This document explains how Kerdos Coding LLP, along with its subsidiaries and affiliated entities, handles your data and outlines the practices we follow to collect and use the information you provide when accessing our systems through online platforms (e.g., website, mobile apps) (collectively referred to as "Company Systems"). In this policy, "Personal Data" refers to any information that can be used to identify an individual, such as your name, email address, postal address, phone number, or other personally identifiable details. By using our Products, you acknowledge that you have read, understood, and agreed to the terms of this policy.

Unless otherwise stated, Kerdos Coding LLP will be the processor of any Personal Data provided, collected, or processed by this policy.

Scope of This Privacy Policy

This Privacy Policy applies to all information we collect through the Company Systems, including any services provided by Kerdos Coding LLP. However, it does not cover any data collected by third parties, whether through our Company Systems, external links, advertisements, or automated tools (such as bots). Kerdos Coding is not responsible for third-party data collection practices.

Information We Collect

We collect information that you choose to share with us. You have control over what information you provide, and we will only collect data that you actively submit via our Company Systems.

The types of information we collect include:

- **Personal Information (PII):** This includes your name, title, gender, date of birth, email address, phone numbers (home, work, or mobile), social media handles (e.g., Facebook, Google, GitHub), postal address, IP address, and any other personal details you may submit during registration or usage of the services.
- **Account Information:** Details necessary for registration and continued use of the Company Systems, including login credentials, profile information, resume/CV, social media links, school/university details (e.g., grades, graduation year), workplace information (e.g., job title, salary), and other identifiers.
- **Additional Information:** You may also choose to provide us with additional information, such as updates to your account, responses to surveys, or participation in discussions, articles, and other features within the Company Systems.

Purpose of Data Collection

We collect and process your data for the following purposes:

- **Account Registration and Product Features:** To facilitate account creation, manage your use of Product features, generate reports, and create or take tests.
- **Service Requests and Support:** To provide assistance and support, register for events, or participate in surveys and discussions.
- **Content Customization and Subscription:** To tailor content to your preferences, register for newsletters, and customize the content you see.

Sensitive Data

Please avoid sharing sensitive personal information (such as financial data, health details, etc.) unless specifically requested by Kerdos Coding LLP for registration or related processes. If any content you provide violates this policy, Kerdos Coding LLP reserves the right to remove such content at its discretion.

Third-Party Data Sharing

We may also collect or receive information from third-party sources (e.g., business partners and affiliated entities). For example, if you log into our Company Systems via a third-party platform like Facebook, LinkedIn, or Twitter, we may combine the information we receive from these platforms with the data you've submitted to our systems, creating a more comprehensive profile for you.

Use of Your Personal Information

We process your Personal Data only by this Privacy Policy and solely for the purposes outlined here. To fulfill our contractual obligations to you and provide the services you've requested, we collect and process your Personal Data for the following activities:

- **Account Creation and Management:** To register and maintain your account on our platform.
- **Platform Usage:** To facilitate the use of our website and services, including taking tests and generating reports.
- **Customer Support:** To offer service and support related to our products.
- **Event Registration and Participation:** To allow participation in hackathons, surveys, and other events.
- **Customization and Personalization:** To tailor content to your preferences and interests.
- **Job Referrals:** To recommend your profile to relevant job opportunities, with your explicit consent.

Additional Purposes of Data Processing

Beyond the basic services mentioned above, we may use your data for:

- Sending you updates about new product features, promotions, and special offers.
- Providing support and assistance for our services.
- Creating and managing your user profile to enhance your experience.
- Communicating with you regarding your account or customer service needs.
- Offering personalized content and marketing based on your interests and activity on our platform.
- Collecting feedback through surveys or questionnaires to improve our products and services.
- Supporting recruitment inquiries and offering job opportunities based on your profile.
- Meeting legal obligations or contractual requirements, where applicable.

We may share your profile with employers in an anonymized form and, with your consent, allow them to contact you for job opportunities. If you wish to opt out of this feature, you may email us at support@codekerdos.in

Consent to Process Your Data

By registering and creating an account on our platform, you voluntarily provide your consent for us to process your Data as outlined in this Privacy Policy. If you choose not to provide certain Personal Data, you may not be able to access specific features or services. You may also subscribe to receive communications such as emails or newsletters from us. Should you wish to unsubscribe from these communications, you can update your preferences by using the 'Unsubscribe' option or by contacting us directly at support@codekerdos.in

How We Use Your Information

We will only process your Data when we have a valid legal basis, including but not limited to the following reasons:

- **Consent:** If you explicitly provide us with your information.
- **Contractual Necessity:** To perform our agreement with you, such as providing access to our products or services.
- **Legitimate Interests:** Our legitimate interest in providing, improving, or securing our services, or for reasons such as fraud detection, marketing,

We may use your Data to:

- Provide the services you've requested, including sending you announcements or updates related to your usage.
- Respond to your inquiries and resolve any issues.
- Diagnose and address technical problems with our platform.
- Send you marketing materials or administrative notices.
- Monitor how our services are being used to enhance the platform.
- Prevent fraudulent activity or violations of our terms.
- Comply with legal and regulatory requirements and resolve disputes.

If you wish to stop us from processing your Personal Data, you can deactivate your account through the account settings at any time.

How We Organize and Store Your Data

We utilize various technologies and systems to store and manage your Data securely. Below is an overview of the platforms and services we use:

- **AWS Relational Database:** The primary database used to store all user-related information.
- **ElasticSearch:** An indexing system for user resumes, enabling us to query and search the content of resumes effectively.
- **Sentry:** A service used for monitoring errors in the system and ensuring smooth operation.
- **New Relic:** Stores server logs, which help us optimize our services and monitor performance.
- **Amazon S3:** Used for storing server logs and user resume files.
- **Google Analytics:** A third-party service that allows us to monitor and analyze website and service traffic. Google Analytics collects data via cookies and usage data, which helps us enhance user experience.

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- Offering personalized content and marketing based on your interests and activity on our platform.
- Collecting feedback through surveys or questionnaires to improve our products and services.
- Supporting recruitment inquiries and offering job opportunities based on your profile.
- Meeting legal obligations or contractual requirements, where applicable.

We may share your profile with employers in an anonymized form and, with your consent, allow them to contact you for job opportunities. If you wish to opt out of this feature, you may email us at support@codekerdos.in

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Your Rights Regarding Personal Data

You have several rights concerning the Personal Data we collect. These rights allow you to manage how your data is handled and processed:

- **Access:** You may request information about the Personal Data we hold about you, and you can request a copy of it.
- **Correction:** If you believe any of your Personal Data is inaccurate or incomplete, you can request corrections or updates. You can also directly correct some of this information through your user profile settings.
- **Objection:** You have the right to object to the processing of your Personal Data for specific purposes.
- **Erasure:** You may request the deletion of some or all of your Personal Data. We will comply with this request, and while the data will be deleted immediately, residual data may be retained in certain logs for up to one year.
- **Restriction:** You can request the deactivation of your account to restrict further processing of your Personal Data.
- **Portability:** You have the right to obtain a copy of your Personal Data in a machine-readable format.
- **Withdrawal of Consent:** If we process your Personal Data based on consent, you have the right to withdraw it at any time. Please note that withdrawing consent may affect your ability to use some services.

Data Retention

We retain your Data as long as you have an active account with Kerdos Coding LLP. If you request the deletion of your data, it will be processed within thirty (30) days. However, residual data may be stored in logs, which will be purged within a year of the deletion. Once your data is deleted, your Kerdos Coding account will be deactivated.

For any data or account deletion requests, please contact us at support@codekerdos.in

Passive Data Collection

Kerdos Coding LLP may automatically collect certain data when you use our Products, including cookies and other tracking technologies. Information automatically collected includes:

- Cookies and usage data
- IP addresses, geolocation, browser, and OS details
- Page views, files viewed/downloaded, referral and exit pages, and clickstream data

This data is stored in logs or third-party analytics tools like Google Analytics and LinkedIn Insights. We do not delete this data unless required.

Cookies and Tracking Technologies

We use cookies to enhance your experience by remembering your preferences and helping us analyze site traffic. Cookies also allow us to track user activity and optimize the website.

You can choose to disable cookies via your browser settings, but this may affect some features and services on the site.

Sharing Your Data

- **General Sharing:** We may share your data with our employees, agents, subsidiaries, and third-party service providers to operate the Company Systems, provide customer support, and comply with legal obligations.
- **Hiring Partners:** With your consent, we may share your data with hiring partners to facilitate job opportunities.
- **Reorganization Events:** In cases of mergers, acquisitions, or bankruptcy, your information may be transferred or shared as part of those processes.

We will never sell or rent your data to third parties for marketing purposes without your explicit consent.

Data Security

We protect your data using secure servers, firewalls, and vulnerability scanning. We also use SSL encryption to safeguard data during transmission. However, we cannot guarantee that our security measures are completely foolproof, and you are responsible for keeping your login details secure.

Third-party websites and Ad Networks

- **External Websites:** We may provide links to external sites for convenience. However, we do not endorse or take responsibility for their content or security.
- **Ad Networks:** Third-party ad networks may use cookies and other tracking technologies to display personalized ads based on your interactions with our website. These networks are governed by their privacy policies.

Anonymized Data

Kerdos Coding LLP may use anonymous and aggregated data for reports, statistical analysis, and benchmarking purposes. This data will not identify you personally.

Age Restrictions

You confirm that you are at least 18 years old, or that you have a parent or legal guardian's consent to use our services. We will delete any data from users under 18 if we find that it was submitted in violation of this policy.

Policy Updates

We may update this privacy policy from time to time. We recommend that you review it regularly for any changes.

Grievance Redressal

If you have any concerns or grievances related to this policy, or how we collect, store, or use your personal information, please reach out to us at **support@codekerdos.in**. We are committed to addressing your grievance and will make every reasonable effort to resolve it within 30 days of receiving your complaint.

Contact Us

For any questions about this policy or any other concerns regarding our services, please contact us at **support@codekerdos.in**.

For security-related inquiries or concerns, please reach out to us at **support@codekerdos.in**.

This privacy policy should be read alongside any other agreements you may have entered into with Kerdos Coding LLP and the Terms of Service (ToS) available on the Codekerdos.in website. By using our services, you consent to Kerdos Coding LLP's use and disclosure of your personal information as outlined in this policy.