Privacy Policy

Last modified: May 27, 2025

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. This privacy policy, or certain portions, applies to consumers, applicants, former employees, employees, website users, and other persons who have data collected by Fast LP and its affiliates[1] (collectively, "Company," "we," "our," or "us").

Introduction

We respect your privacy and are committed to protecting it via our compliance with this policy.

This policy describes the types of information we may collect from you or that you may provide when you visit our website, www.fastenterprises.com (our "Website") or any of the products, services, solutions (including cloud services and solutions), apps, software, subsites, interactive features, forms, or mobile and social media pages that are offered, owned, or operated by us. This policy also describes our practices for collecting, using, maintaining, protecting, and disclosing that information.

Generally, personal information is any information that relates to a particular person or that can be reasonably associated with a person or their household. It does not include aggregate information, anonymous information, or other non-personally identifiable information.

This privacy policy also provides details about how personal information may be collected, secured, transferred, disclosed, and used by us in other contexts, such as for recruiting, for employment, and through third parties. It also describes your options regarding the use, access, and correction of your personal information.

Unless expressly set forth herein or as required by law, this privacy policy does not apply to any unsolicited information you provide through any means.

If you do not agree with our policies and practices, your choice is to not use our Website; not provide us with information; or exercise access, correction, and deletion rights that may be available to you. By accessing or using our Website or providing us with information, you agree to this privacy policy and the manner in which we may collect, use, and disclose the information described herein. This policy may change from time to time. By using our Website or providing information after a policy change, you accept our policy changes.

[1] Affiliated entities include subsidiaries of Fast LP, including, but not limited to, Fast Enterprises, LLC; Fast Data Services, LLC; and Fast Hosting Services, LLC.

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Children

Our Website is not intended for persons under 16 years of age. We do not knowingly collect personal information from persons under 16. If you are under 16, do not provide any information on this Website. If we learn that we have collected or received personal information from a person under 16 without verification of parental consent, we will delete that information.

Information We Collect

Information You Provide to Us

We do not solicit any information from you through our Website. If you use the Contact Us page on our Website, we collect your name, email address, and other information you volunteer.

We collect personal information during recruitment and employment.

We do not solicit any personal information from our app users. App users may use our app to collect personal information from their customers, clients, users, etc. This information may be collected or retained by our App users; however, we do not collect or retain this information.

Information We Collect Through Automatic Data Collection Technologies

As you navigate through and interact with our Website, we may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- Details of your visits to our Website and your use;
- Information about your computer and internet connection, including your IP address, operating system, and browser type.

Information We Receive from Other Sources

We may receive information about you from other sources, including publicly available databases or third parties from whom we have purchased data, and combine this data with information we already have about you. If you provide us with personal information about others, or if others give us your information, we will only use that information for the specific reason for which it was provided to us.

How We Use Your Information

We use information that we collect about you or that you provide to us, including any personal information:

- To present our Website and its contents to you;
- To provide you with information, products, or services that you request from us;
- To fulfill any other purpose for which you provide it;
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us;
- In any other way we may describe when you provide the information;

- For any permissible purpose where properly obtained from a third party;
- For any other purpose with your consent.

We may use information that we collect about you from other sources to provide data analytic services to our clients. Such information may include your name, address, email address, phone number, financial information, company name, company address, company phone number, company operating hours, title, geographic data, or demographic or profile data. The information we collect from public or commercial sources may be used along with the information we collect.

We may also use your information to contact you about goods and services that may be of interest to you.

How We Use Personal Information

We may store, analyze, combine, and otherwise use the information we collect, either directly or indirectly, to:

- Provide services to our clients for identity verification, collections, audit, or other services related to administration of government programs;
- Improve our services and the way we do business with our current and potential employees, customers, dealers, or distributors;
- Verify your identity;
- Respond to your questions and requests;
- Communicate with you about your transactions;
- Provide you with information about us, our products and promotions, jobs, or any other offers that may be of interest to you, unless you opt out or request not to receive this information;
- Help us improve the overall accuracy and completeness of the information;
- Communicate with you about your application status and future opportunities with us, if applicable;
- Make employment-related decisions, including decisions regarding your recruitment, eligibility for employment, employment, job performance, qualifications, job duties, salary, and other compensation, promotion, retention, and eligibility to receive accommodations;
- Manage payroll, benefits, and other employment-related administration services;
- Prevent, detect, or investigate a crime or other breach of law or requirement, loss prevention, or fraud;
- Enforce and ensure compliance with this Privacy Statement, the Terms of Use, and applicable law, including to protect our rights, property, or safety and that of our employees, contractors, customers, or any other person or for internal or external auditing purposes;
- Support the technical functionality of our products and services or develop new products and services; and
- As otherwise stated in this Privacy Statement.

Disclosure of Your Information

We may disclose aggregated information about our Website users without restriction. We may disclose information, including personal information, that we collect or you provide as described in this privacy policy:

- To our parent companies, subsidiaries, affiliates, employees, and agents;
- To contractors, service providers, and other third parties we use to support our business. These providers may include, for example, hosting and IT service support, email service providers, automated data processors, shipping agents, and providers of marketing, communications, delivery, talent acquisition, employment management, payroll, health and welfare benefit, and security services;
- To a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceedings, in which personal information held by us is among the assets transferred;
- To fulfill the purpose for which you provide it;
- To government entities to comply with mandatory reporting or applicable law;
- For any other purpose disclosed by us when you provide the information;
- With your consent.

We may also disclose information, including your personal information:

- To comply with any court order, law, or legal process, including to respond to any government or regulatory request;
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of the Company, our customers, or others. This includes exchanging information with other companies and organizations for the purposes of fraud protection and credit risk reduction.

Accessing, Correcting, or Deleting Your Information

Depending on the jurisdiction in which you are located, you may have the right to request access to, or that we correct or delete, personal information that we have collected from you. We may not accommodate a request if we believe doing so would violate any law or legal requirement or cause information to be incorrect.

Colorado, Connecticut, Virginia, and Utah each provide their state residents with rights to:

- Confirm whether we process their personal information;
- Access and delete certain personal information;
- Move, copy, or transfer data;
- Opt out of personal data processing for targeted advertising and sales.

Colorado, Connecticut, and Virginia also provide their state residents with rights to:

- Correct inaccuracies in their personal information, taking into account the information's nature and the purpose of the information processing;
- Opt out of profiling in furtherance of decisions that produce legal or similarly significant effects.

We collect, and in the last twelve (12) months we have collected for a business purpose, the following categories of personal information[2]:

Category	Examples	Collected
A. Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver license number, passport number, or other similar identifier.	Yes
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristic or description, address, telephone number, passport number, driver license or state identification card number, education, employment, employment history, bank account number, or any other financial information, medical information, or health insurance information—some personal information included in this category may overlap with other categories.	Yes
C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth, and related medical conditions), sexual orientation, veteran or military status, or genetic information (including familial genetic information).	Yes
D. Commercial information.	Records of personal property; products or services purchased, obtained, or considered; or other purchasing or consuming histories or tendencies.	No
E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as fingerprints, faceprints, voiceprints, iris or retina scans, keystroke, gait, other physical patterns, or sleep, health, or exercise data.	Yes
F. Internet or other similar network activity.	Browsing history, search history, or information on an interaction with a website, application, or advertisement.	Yes

[2] We do not sell personal information. We do not disclose or share personal information other than with our affiliates and service providers for the management and support of our business operations. We disclose personal information in the form of identifiers and professional or employment-related information as reasonable or necessary.

Category	Examples	Collected
G. Geolocation data.	Physical location or movements.	Yes
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	No
I. Professional or employment-related information.	Current or past job history or performance evaluations.	Yes
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	No
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, or aptitudes.	No

We collect Social Security number, driver license number, passport number, and biometric information, which are considered types of Sensitive Personal Information. We do not use or disclose Sensitive Personal Information outside of the permitted purposes for which it was shared with us. We do not use Sensitive Personal Information to generate inferences about you.

We collect information as described in this privacy policy, including from publicly or commercially available sources that we deem credible. We collect or disclose personal information about you for the business purposes also described in this privacy policy.

For each of these categories of personal information, we retain your information for as long as it is reasonably necessary for the purposes for which the information was collected, and in accordance with applicable retention policies. The criteria used to determine our retention policies include the length of our relationship with you, your requests, ongoing contract and service obligations, business needs, and our legal obligations. Generally, we will retain your employment-related personal information until the end of your employment with us, plus a reasonable period of time after that, where necessary, to respond to any employment inquiries; deal with legal, tax, accounting, or administrative matters; or provide you with ongoing pensions or other benefits. We also retain information as otherwise required by applicable law.

California and Virginia Privacy Rights

If you are a California or Virginia resident, you have the right, under the California Privacy Rights Act (CPRA) or the Virginia Consumer Data Protection Act (VCDPA), as the case may be, subject to certain exemptions, to:

- Access, request, and receive a portable copy of the personal information that we have collected about you in the last 12 months, and specifically:
    - The categories and specific pieces of personal information we have collected about you;
    - The categories of the sources of the personal information;
    - The purposes for which your personal information is collected and used;
    - The categories of personal information that the business disclosed for a business purpose and, for each category identified, the categories of third parties to whom that particular category of personal information was disclosed;
    - The categories of personal information that the business sold or shared and, for each category identified, the categories of third parties to whom that particular category of personal information was sold or shared;
- Correct inaccuracies in your personal information;
- Delete your personal information;
- Limit the use of your sensitive personal information;
- Opt out of or object to having your personal information sold to, or shared with, third parties; and
- Not be discriminated against by us for exercising any of these rights.

Choices you make regarding cookies are website-, device-, and browser-specific and are deleted whenever you clear your browser's cache.

Right to Request Deletion of Personal Information

You have a right to request that we delete your personal information. Upon verifying the validity of a deletion request, we will honor your request and, if applicable, instruct any service providers and/or third parties to which we have disclosed your personal information to delete your personal information; however, please be aware that we may need to retain some of your information in order to maintain our records, comply with our legal obligations, resolve disputes, or enforce our agreements. It may not always be possible to completely remove or delete all of your information from our databases without some residual data remaining because of backups and other reasons. We may also keep a record of correspondence with you (e.g., if you have made a complaint) to protect us from a legal claim.

Exercising Your Rights

To exercise your rights, please submit a request to Privacy@FastCore.com. In your request, you must identify yourself and include your relationship to us (i.e., applicant, former employee, etc.). When you submit a request to us, we will verify your identity before processing the request. To protect your personal information, you may be asked to provide two (2) or three (3) pieces of information to match our records so that we can reasonably verify your identity.

Right to Opt Out of Targeted Advertising, Profiling, Selling, or Sharing of Personal Information

We do not conduct targeted advertising, profiling, or sale of personal information. Personal information is only shared with our service providers for the administration of our business operations.

California Authorized Agents

If you are a California resident and would like to designate an authorized agent to submit certain requests on your behalf, please contact Privacy@FastCore.com. For an authorized agent to be verified, you must provide the authorized agent with signed, written permission to make such requests or a power of attorney. We may also follow up with you to verify your identity before processing the authorized agent's request.

If you are an agent of a California resident and would like to submit a request on behalf of a California resident, please submit the request to Privacy@FastCore.com. After you submit the request, and if the request is not subject to an exemption or exception, we will require additional information to verify the identity of the California resident, as well as your authority to act on behalf of the California resident.

California "Shine the Light" Disclosure

California Civil Code Section 1798.83 gives California residents the right to request, from a business with whom the California resident has an established business relationship, certain information with respect to the types of personal information the business discloses to third parties for direct marketing purposes by such third parties, and the identities of the third parties with whom the business has disclosed such information during the immediately preceding year. We do not disclose personal information in this manner.

Virginia Right to Opt In to the Collection of Your Sensitive Personal Information

If you are a Virginia resident, you have the right to opt in to the collection of your sensitive personal information.

Virginia Appeals

If you are a Virginia resident, you may have a right to submit a formal appeal if you are not satisfied with the outcome of your deletion request. To request a second review regarding decisions related to your request, include *Attention: Appeal* in your submission to Privacy@FastCore.com.

Nevada Privacy Rights

If you are a resident of Nevada, you may request that a business not sell your personal information. This right may apply even if the business receiving your request is not currently selling your personal information. If you are a Nevada consumer and would like to exercise this request, please send an email request to Privacy@FastCore.com. We may need to verify your identity before acting on your request.

Third-Party Links

When you may click on a link to access third-party platforms or websites, such platforms or websites do not operate under this Privacy Statement. For example, if you click a link to a press release, you may be taken to a website that we do not control. These external websites may independently solicit and collect information, including personal information, from you. We are not responsible for the privacy practices of these platforms and websites and cannot guarantee the security of any user data collected there. You may consult the privacy statements of all third-party platforms and websites you visit.

In addition, we are not responsible for the information collection, use, disclosure, or security policies or practices of other organizations, such as Facebook, Instagram, Twitter, Pinterest, Apple, Google, Microsoft, or any other app provider, social media platform, operating system provider, wireless service provider, or device manufacturer.

Data Security

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure.

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information. Any transmission of personal information is at your own risk. We make no representations or warranties as to the effectiveness of our security and assume no liability for security breaches or any failure in the security of your computer equipment, internet service provider, or other networks and communications providers. We are not responsible for the circumvention of any privacy settings or security measures contained on the Website.

Changes to Our Privacy Policy

It is our policy to post any changes we make to our privacy policy on this page. The date the privacy policy was last revised is identified at the top of the page. Your continued use of our Website or provision of personal information will indicate your acknowledgement of such changes and agreement to be bound by the modified privacy policy terms.

Contact Information

To ask questions or make comments about this privacy policy and our privacy practices, contact us at Privacy@FastCore.com or via phone at (877) 275-3278.