

Privacy Policy

DCS respects your privacy and treats the information you provide us, including your Personal Information, with care. This Privacy Policy applies to our dcscorp.com website (“Site”). It explains how we collect, use, and disclose information collected from you and the rights and choices available to you. View our Site’s [Terms of Use](#).

Last Modified: June 27, 2023

This Privacy Policy does not apply to information collected from you offline, or to third party websites linked to our Site. Your use of the Site is subject to this Privacy Policy, any applicable supplemental notices referenced herein, and its related [Terms of Use](#). Your use of third party websites is governed by their respective privacy policies.

Personal and Other Information

Through your interaction and use of our Site, DCS may collect “Personal Information”, which is information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual. As examples, Personal Information may include your name, physical address, telephone number, e-mail address, company/organizational affiliation, and associated interests.

DCS may also collect “Other Information” through your interaction with and use of the Site, which is not directly related to an individual. As examples, Other Information may include browser and device information, data collected through automated electronic interactions, application usage data, demographic information such as your occupation, geographic or geo-location information, and statistical or aggregated data.

Statistical or aggregated data does not directly identify a specific person, but it may be derived from Personal Information. For example, we may aggregate Personal Information to calculate the percentage of users in a particular zip code.

In some instances, we may combine Other Information with Personal Information. In such cases, we will treat the combined information as Personal Information.

Information You Provide to Us

If you request or provide Personal Information by sending an e-mail to the info@dcscorp.com address listed on our Site, we may retain the Personal Information you provide to assist us in responding to your requests.

If you apply for a job at DCS or complete an information request form on the Career's page, the Personal information we receive from you is used for employment consideration and other human resources purposes, such as communicating with you in writing, by telephone, or online; evaluating your application; analyzing our staffing needs and practices; or supporting other actions related to our hiring process and employee administration. We may combine your data with research tools and information from other sources. Unless you request otherwise, we may keep your Personal Information for future consideration. If you provide Personal Information through links to third party websites, you may be asked to provide additional information by these websites.

California Residents

DCS is committed to comply with the requirements of the California Privacy Rights Act and has adopted the following notices and policies for that purpose.

Individuals interested in employment opportunities who reside in California should review the [Notice at Collection and Privacy Policy for California Job Applicants](#).

Employees of DCS and its affiliates, including certain other individuals who perform work for DCS (e.g., independent contractors, interns, consultants) who are California residents should review the **Notice at Collection and Privacy Policy for HR Individuals** located on DCS Online.

All other California residents should review the DCS [California Privacy Notice](#).

Information We Collect by Automated Tools

When you access our Site, we may collect Other Information by automated means, including the use of cookies, web server logs, and third party analytics.

Cookies are small pieces of data or data files that are sent by a website to your web browser and stored on your computer. They are used to understand general traffic patterns on our Site. The Other Information stored in the cookie is used for statistical tracking and other purposes, but not for individual identification. Cookies may also be used to prefill forms so that you do not need to re-enter the data, such as when you apply for a job online. We may use the aggregated data to provide feedback to our web designers, content providers, or business managers to assist them in improving our Site and services offered.

You may refuse to accept browser cookies by activating the appropriate setting on your browser. If you select this setting, however, you may be unable to access certain parts of our Site. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Site.

Additionally, our web servers may log Other Information such as your device type, operating

system type, browser type, domain, and other system settings, as well as the language your system uses and the country and time zone where your device is located. We may also record Other Information such as the address of the webpage that referred you to our Site and the IP address of the device you use to connect to our Site.

Additionally, we may log Other Information about your interaction with our Site, such as pages you visit.

We may also use third party web analytics to help us analyze how users engage with our Site. The Other Information collected will be disclosed to, or collected by, these third party service providers.

How We Use Your Personal Information

In accordance with applicable laws, DCS may use your Personal and Other Information for the purposes listed below:

- to send you information if our Site allows you to request or “opt-in” to receive information;
- to contact you, if enabled by our Site, for employment opportunities;
- to support human resources functions including employee administration and analysis of hiring and recruitment processes;
- for any other purpose disclosed by us when you provide the information.
- to identify, prevent, and protect against cybersecurity and other security events, espionage, fraud, unlawful activity, claims, and other liabilities; or
- to comply with any court order, law, or legal process, including to respond to any government or regulatory request and enforce our policies.

Information We Share

Although DCS does not sell, rent, or loan your Personal or Other Information to any third party, we may disclose such information as listed below:

- if required by law or through a legal process;
- when we submit bids for proposals and contracts from governmental or private entities;
- when formally requested by law enforcement authorities or other government entities;
- when we believe disclosure is necessary or appropriate to prevent harm or financial loss;
- in connection with an investigation of suspected or actual espionage, cybersecurity or security events, or other fraudulent or illegal activity; or
- for any other legal purpose.

We also may transfer Personal Information we have about you in the event we sell or transfer all or a portion of our business and assets.

Online Recruiting Information

We may collect online recruiting information from individuals who visit our Site and are interested in pursuing job opportunities with DCS. To this end, our Site may provide you with the opportunity to review and apply for available positions listed in an online jobs database.

Applicants who reside in California should review the DCS [Notice at Collection and Privacy Policy for California Job Applicants](#).

If you choose to proceed and gain access to this job database through our Careers Site, you will be linked to an applicant tracking website hosted and maintained by our service provider. The applicant tracking website will allow you to provide information (e.g., your CV, resume, contact information and identification of DCS positions of interest) that will be shared with DCS and used to evaluate your eligibility for employment and contact you as appropriate.

How We Protect Personal Information

While DCS is committed to protecting your Personal Information from unauthorized access, use, or disclosure, we cannot fully eliminate all security risks. DCS maintains safeguards to protect Personal Information, but no Internet system can be 100% secure.

Changes to Privacy Policy

DCS may modify this Privacy Policy at any time. We will notify users of changes by posting changes to the Site or by other appropriate means. We recommend you visit this page frequently to determine if any changes have occurred. You can determine when this Privacy Policy was last revised by referring to the “Last Modified” date at the top of this page. Any changes to this Privacy Policy will become effective upon posting on this Site. A User’s continued use of the Site or provision of personal information to use the Site following such changes indicates acceptance to the revised Privacy Policy.

Links to Other Websites

This Privacy Policy applies only to our Site. You should be aware that through links you may be directed to other websites including social media platforms that we do not control. DCS has no control over the privacy notices, policies or practices of these other websites, and is not responsible for the privacy practices or the content of websites to which we link, list, rank or identify by means of a search. DCS takes no responsibility for the products, services, policies, or actions of third parties or the content of third party websites. When you leave our Site and

go to a third party website, we encourage you to read the privacy policies and other notices posted.

Do-Not-Track Signals and Similar Mechanisms

Some web browsers may transmit “do-not-track” signals to the websites and other online services with which a user communicates. There is no industry standard that governs what, if anything, websites should do when they receive these signals. DCS currently does not take action in response to these signals. If and when a standard is established and accepted, we will reassess how to respond to these signals.