

# Privacy Policy

**Updated: September 1, 2025.**

This privacy policy will help you understand how The Theodoros Group, LLC uses and protects the personal information you provide to us when you visit and use [www.ttgway.com](http://www.ttgway.com). It also provides you a description of rights you may have regarding your personal information.

This Privacy Policy does not apply to our collection and use of personal information in an employment capacity such as our employees, job applicants, contractors, interns, or other workers.

We reserve the right to change this policy at any given time. If you want to make sure that you are up to date with the latest changes, we advise you to frequently visit this page.

## What Personal Information We Collect

When you visit the page, we may collect the following categories of personal information:

**Identifiers.** This includes, your name, contact information, your email address, your IP address and other similar identifiers. For California residents, these also includes similar identifiers listed in the California Customer Records statute.

**Commercial Information.** This includes records of products or services purchased, other information such as your interests and preferences, and/or other purchasing or consuming histories or tendencies.

**Internet or Other Similar Network Activity.** This includes activity on our websites and other digital systems, such as internet browsing history, search history, system usage, electronic communications with us, and postings on our social media sites.

**Geolocation Data.** This includes physical location, such as the time and physical location related to use of our website, and GPS location data from mobile devices of consumers who visit our website.

**Professional or Employment-Related Information.** This includes things like your current or past job history.

**Inferences Drawn from Other Personal Information.** Inferences may be used to create a profile that reflects your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

## **Why We Collect Your Personal Information**

We are collecting your personal information for several reasons:

- To better understand your needs.
- To improve our services and products.
- To send you promotional emails containing the information we think you will find interesting.
- To contact you to fill out surveys and participate in other types of market research.
- To customize our services according to your online behavior and personal preferences.

## **What is Not Personal Information**

Personal information does **not** include:

- Publicly available information, including from government records, through widely distributed media, or that the consumer made publicly available without restricting it to a specific audience.
- Lawfully obtained, truthful information that is a matter of public concern.
- Deidentified or aggregated consumer information.

The foregoing list is not exhaustive and specifically includes any item that is not considered Personal Information by federal, state, or local laws and statutes.

## **How We Collect Personal Information**

We obtain the categories of personal information listed above from the following categories of sources:

- Directly from you, such as from the forms or other information you provide to us.
- Indirectly from you, such as from your interactions with the website, social media platforms, and/or customer service programs.
- Inferences generated by our website and/or our service providers' computer systems.

## **Safeguarding and Securing your Personal Information**

The Theodoros Group, LLC is committed to securing your personal information and keeping it confidential. The Theodoros Group, LLC has done all in its power to prevent data theft, unauthorized access, and disclosure by implementing the latest technologies and software, which help us safeguard all the information we collect online.

## **Our Cookie Policy**

Once you agree to allow our website to use cookies, you also agree that our website may use the data it collects regarding your online behavior (analyze web traffic, web pages you visit and spend the most time on).

The data we collect by using cookies is used to customize our website to your needs. After we use the data for statistical analysis, the data is completely removed from our systems.

Please note that cookies don't allow us to gain control of your computer in any way. They are strictly used to monitor which pages you find useful and which you do not so that we can provide a better experience for you.

If you want to disable cookies, you can do it by accessing the settings of your internet browser. You can visit <https://www.internetcookies.com>, which contains comprehensive information on how to do this on a wide variety of browsers and devices.

## **Links to Other Websites**

Our website contains links that lead to other websites. If you click on these links, The Theodoros Group, LLC is not held responsible for your data and your privacy protection visiting those websites is not governed by this privacy policy agreement. Make sure to read the privacy policy documentation of the website you go to from our website.

## **Restricting the Collection of your Personal Data**

The Theodoros Group, LLC will not lease, sell or distribute your personal information to any third parties, unless we have your permission. We might do so if the law forces us. Your personal information will be used when we need to send you promotional materials if you agree to this privacy policy.

## **Notice for Certain Residents**

Some U.S. state privacy laws require specific disclosures.

- California Consumer Privacy Act (CCPA)/California Privacy Rights Act (CPRA):
- Colorado Privacy Act (CPA)
- Connecticut Act Concerning Personal Data Privacy and Online Monitoring (CTDPA)
- Delaware Personal Data Privacy Act (DPDPA)
- Florida Digital Bill of Rights (FDBR)
- Iowa Consumer Data Protection Act (IACDPA)
- Maryland Online Data Privacy Act of 2024 (MDODPA)
- Minnesota Consumer Data Privacy Act (MNCDPA)
- Montana Consumer Data Privacy Act (MTCDPA)
- Nebraska Data Privacy Act (NEDPA)
- Nevada Senate Bill 370

- New Jersey Senate Bill 332
- New Hampshire Senate Bill 255
- Oregon Consumer Privacy Act (OCPA)
- Tennessee Information Protection Act (TIPA)
- Texas Data Privacy and Security Act (TDPSA)
- Utah Consumer Privacy Act (UCPA)
- Virginia Consumer Data Protection Act (VCDPA)

Right to Know: Residents of certain states have the right to request that we disclose certain information to you about our collection and use of your personal information over the past twelve (12) months. We may ask you to provide certain information to identify yourself so that we can verify your identity and request. Upon verification, we will disclose to you:

- The categories of personal information we have collected about you.
- The categories of sources for the personal information we have collected about you.
- The specific pieces of personal information we have collected about you.
- Our business or commercial purpose for collecting or “selling” your personal information as defined by the CCPA.
- The categories of third parties to whom we have sold or shared your personal information, if any, and the categories of personal information that we have shared with each third-party recipient.

Right to Opt-Out of “Sale” or “Sharing” of Personal Information: Residents of certain states have the right to opt-out of the “sale” or “sharing” of their personal information by contacting us at [HR@ttgway.com](mailto:HR@ttgway.com).

Please note that we do not knowingly “sell” or “share” the personal information of any individuals under the age of 18.

Right to Limit Use of Sensitive Personal Information: Residents of certain states may have the right to request that we limit the use of any sensitive personal information to those uses which are necessary to perform our services or for other specifically enumerated business purposes under the CCPA, as amended by the CPRA, or other state statute. Please note that we do not use sensitive personal information other than as necessary to perform our services or as specifically permitted under the CCPA, and other state’s laws and regulations.

Right to Delete and Right to Correct: Residents of certain states have the right to request that we delete any of the personal information collected from you and retained by us, subject to certain exceptions. We may ask you to provide certain information to identify yourself so that we so that we can verify your identity and request. Once your request is verified and we have determined that we are required to delete the requested

personal information in accordance with the CCPA, or other state statute, we will delete such information and direct our service providers to delete your personal information from their records. Your request to delete personal information may be denied if we conclude it is necessary for us to retain such personal information under one or more of the exceptions listed in the CCPA, or other state statute.

Residents of certain states have the right to request that we correct any inaccurate personal information we maintain about you, considering the nature of the personal information and the purposes for which we are processing such personal information. We will use commercially reasonable efforts to correct such inaccurate personal information about you.

Non-Discrimination: You will not receive any discriminatory treatment by us for the exercise of your privacy rights conferred by the CCPA, or other state's laws or regulations.