

All City Management Services Mobile Application Privacy Policy

Last Updated: [1/16/2025]

All City Management Services, along with affiliate entities, (“**ACMS**,” “**Company**,” “**we**,” “**our**,” “**us**,”) provides school crossing guard and school safety aid services across the U.S.

We collect personal information from individuals (collectively, “**you**” or “**your**”) who use our mobile application, and in accordance with federal and state laws. This Mobile Application Privacy Policy explains how we collect, use, and share this information about you gathered through our Mobile Application (“**Personal Information**”). This Mobile Application Privacy Policy forms part of the General Privacy Policy, which you can visit for more information.

Please visit the following links to learn more about our Privacy Policy:

1. What Personal Information Do We Collect?
2. How Do We Use Your Personal Information?
3. Who Has Access to Your Personal Information?
4. Retention of Personal Information
5. Security of Personal Information
6. Changes to this Privacy Policy
7. Contact Information

1. What Personal Information Do We Collect?

We collect the following categories of Personal Information:

- **Identifiers**, such as name, alias, telephone number, or usernames.
- **Personal information under California Civil Code section 1798.80(e)**, such as name and telephone number.
- **Geolocation data**, including your latitude and longitude for checking in and out of employee shifts on our mobile application.

We also collect the following categories of sensitive personal information:

- Precise geolocation data for checking in and out of employee shifts on our mobile application.

2. How Do We Use Your Personal Information?

We will use your Personal Information for the following purposes:

- To maintain records for accounting and audit purposes;
- To detect security incidents, protect against malicious, deceptive, fraudulent or illegal activity, or to prosecute those responsible for that activity;

- To verify employee check-in and check-out times and locations on our mobile application;
- For evaluation, assessment, training and planning purposes;
- For compliance, disciplinary, legal and regulatory purposes; and
- For business reasons that facilitate the operation of our business.

We may also deidentify or otherwise strip information of all personally identifying characteristics, and may share aggregated, anonymized data with ACMS customers for the purposes of providing our services.

We may collect additional categories of Personal Information for other business-related purposes and/or use Personal Information collected for additional purposes, upon prior written notice to you.

3. Who Has Access to Your Personal Information?

Your information may be shared internally for the purposes described in this Privacy Policy. This includes members of ACMS, managers in the business area with a vacancy, and any support staff needed to ensure employees can perform their roles.

During and after your term of employment, ACMS may share your data with the following categories of parties, as necessary for the purposes described in this Privacy Policy:

- Persons in charge of employee management and authorized personnel of ACMS with a business need (e.g. HR, Finance, Payroll);
- Other personnel of ACMS, but only limited to basic professional information to allow day-to-day business;
- Third-party service providers and vendors for the above-mentioned purposes (e.g. payroll, benefits, IT maintenance, service providers used for the implementation of ACMS applications, and hosting service providers);
- Professional advisors, such as lawyers, accountants and auditors;
- Government or regulatory authorities; and
- Banks and insurers.

In the event of a change of control or ownership of ACMS, or in the event that all or part of the ACMS business is otherwise transferred to a third party, your Personal Information as collected and maintained by ACMS may be transferred to that third party, subject to applicable law.

4. Retention of Personal Information

Upon your separation of employment with the organization, your Personal Information shall be retained and destroyed according to our document retention policy and in compliance with applicable laws and regulations.

5. Security of Personal Information

We employ security measures and technologies, such as password protection, encryption, physical locks, and other means to help prevent the unauthorized access and disclosure of your Personal Information. If you are authorized to have access to the Personal Information of others, it is important that you take appropriate safeguards to protect this Personal Information, in accordance with ACMS's written policies and procedures. These procedures include, but are not limited to the following:

- Computers and other access points should be secured when not in use by logging out or locking.
- Passwords and user IDs should be guarded and NOT shared.

6. Changes to this Privacy Policy

The date this Privacy Policy was last updated is located at the top of this Policy. We may update this Privacy Policy from time to time. If we make material changes, we will post the updated Policy on this page with an updated date at the top of the Policy. We encourage you to review this Policy carefully before submitting Personal Information to us.

7. Contact Information

If you wish to contact us or have any questions about or complaints in relation to this Privacy Policy, please contact Human Resources using the following contact information:

hr@thecrossingguardcompany.com or 800-540-9290