1. **OVERVIEW**

Timeero’s app technology drives employment efficiency by automating many of a company’s scheduling, timesheets, payroll, and location needs. Timeero has addressed concerns that these online experiences create by adopting data protection practices that protect the information and privacy rights of your employees.

2. **THEN & NOW**

**Then** - Companies used manual timesheets, and business owners spent hours doing payroll math and had to rely on employees to accurately reflect their locations and record their working hours.

**Now** - Business owners utilize Timeero to easily manage team schedules, track the mileage and location of employees during work hours, allow employees to clock in and out easily based on their location (i.e. when they arrive to or leave a work location), and quickly run payroll reports.

3. **GPS TRACKING**

- Timeero is strongly committed to compliance with privacy laws. Timeero provides adequate notice and consent to employees via:
  - Pop-ups or displayed text
  - Click-throughs
TIMEERO
GPS TRACKING AND PERSONAL INFORMATION

- Timeero uses GPS tracking to provide our services, including
  - Tracking mileage
  - Live location for purposes of ensuring employee safety
  - Clocking in and out based on location

- The Timeero app will only capture and store locations when an employee is clocked in and/or tracking mileage.

- The Timeero app will periodically check your location using geofence technology, but those locations are never stored or recorded in the app or our servers.

- Timeero uses industry standard security processes in our services to protect the information of your company and your employees.

- Timeero does not sell the information of your company or the personal information of your employees.

- Data collected on the Timeero app is confidential and only accessible by authorized managers at your organization.