



Data Usage Policies and Disclaimer

1. Purpose and Scope

This policy outlines how Aretanium Executive Group, Inc., dba HermanScience (formerly known as RemotelyMe) processes and customer/client/personal data for analysis for purpose of but not limited to determining profiles, soft skills, risk factors such as trust and stress, security or Generative AI risks, or whether an individual's **soft skills and work experience** align with **current or future job requirements**. The insights derived from this analysis may be used by clients/customers to support **training curriculum development, career advancement planning, hiring decisions, security decisions, or other uses**.

2. Data Processing and GDPR Compliance

HermanScience ensures that all data used for analysis complies with applicable data protection regulations, including the **General Data Protection Regulation (GDPR)**. Specifically:

- **Anonymization:** All data uploaded for analysis is **fully anonymized** to prevent identification of specific individuals.
- **Exclusion of Personal Identifiable Information (PII):** No names, email addresses, phone numbers, social security numbers, employee IDs, or other identifiable information are included in the dataset.
- **Legitimate Interest:** Processing is conducted based on the company's **legitimate interest** in workforce planning, career development, and recruitment strategy.

3. Data Security, Compliance, and Storage

Security Compliance and Certifications

All anonymized data is stored and processed in a secure database that complies with industry-leading security standards and certifications, including:

- **SOC 2 Type 2** – Security, availability, and confidentiality controls audited.
- **ISO/IEC 27001** – Adherence to the global standard for information security management systems (ISMS).
- **ISO/IEC 27701** – Compliance with privacy information management system (PIMS) requirements.
- **HIPAA Compliant** – Ensuring the security and privacy of sensitive data.

- **TX-RAMP Level 1 Certified** – Certified by the Texas Risk and Authorization Management Program for secure cloud-based solutions.

Data Retention Policy

HermanScience follows a strict **data retention and deletion policy** to ensure compliance and limit unnecessary data storage.

- **Retention Period:** Anonymized data will be stored for a maximum of **12 months** from the date of processing unless a longer retention period is required for research or compliance purposes.
- **Deletion Policy:** After the retention period, data will be **permanently deleted** or **aggregated** into statistical insights that no longer contain individual records.
- **Access Controls:** Only authorized personnel with a **legitimate business need** can access stored data, following a **least privilege access model**.
- **Encryption:** All data is **encrypted at rest and in transit** using industry-standard encryption protocols.

4. Third-Party AI Provider Compliance

If a third-party AI provider is used for analysis, HermanScience will ensure:

- The provider **complies with GDPR** and does not store or process data in a way that could re-identify individuals.
- Data processing agreements (DPAs) are in place to safeguard data privacy.
- The AI model does not introduce bias or discrimination in assessments.

5. Rights of Individuals

Since data is anonymized, individual **GDPR rights** (e.g., right to access, rectification, or erasure) do not apply. However, employees or candidates can inquire about how anonymized data is processed. Any concerns should be directed to admin@hermanscience.com

Disclaimer

HermanScience ensures that all data used for AI analysis is **fully anonymized** and does not contain personally identifiable information (PII). The insights generated are used solely for **workforce planning, career development, and hiring strategies** and do not influence employment decisions without human review.

This analysis does not create legal or contractual obligations for individuals regarding training programs, promotions, or hiring outcomes. The company remains committed to **data privacy, fairness, and transparency** in all AI-driven assessments.

For any questions or concerns about this policy, please contact admin@hermanscience.com