



# TECHSKILL NATION

## Technology Specialists

# Privacy Policy

*TechSkill Nation — Technology Specialists*

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**Last Updated:** May 20, 2026    **Effective Date:** May 20, 2026

At TechSkill Nation, we are committed to protecting your privacy and personal data. This Privacy Policy (“Policy”) explains how we collect, use, disclose, and protect personal data when you visit our website at <https://techskillnation.com>, contact us about our services, or engage us for technology advisory, custom software development, cloud, infrastructure, or cybersecurity work.

Because cybersecurity and pragmatic data protection are core to what we do for our clients, we take the same approach with information you share with us. We design our own systems and business practices around principles of least privilege, data minimization, and clear accountability.

We strive to comply with the privacy and data protection laws that apply to our business, including:

- **California Consumer Privacy Act (CCPA) / California Privacy Rights Act (CPRA)** — for California residents
- **Colorado Privacy Act (CPA)** — for Colorado residents
- **Other U.S. state privacy laws** — where applicable to our business
- **General Data Protection Regulation (GDPR)** — where we process personal data of individuals in the UK, EU, or EEA

By using our website or engaging our services, you agree to the collection and use of personal data in accordance with this Policy.

## 1. Introduction and Scope

This Policy applies to all personal data processed by TechSkill Nation in connection with our website and our technology services, which include AI advisory, CIO and CTO advisory, custom software development, database development, mobile development, SaaS development and integrations, cloud services across AWS, Microsoft Azure, and Google Cloud, networking and infrastructure design, backups, wireless systems, and cybersecurity services.

## Our Contact Details

TechSkill Nation

**Email:** [info@techskillnation.com](mailto:info@techskillnation.com)

**Phone:** 720.295.4699

**Website:** <https://techskillnation.com>

We encourage you to read this Policy carefully to understand our practices regarding your data and how we will treat it. If you have questions about this Policy, please contact us using the details above.

## 2. Information We Collect

We collect different categories of information depending on how you interact with us. We only collect data that is necessary for the purposes described in this Policy.

### 2.1 Information You Provide Directly

When you fill out our contact form, request information about a service, exchange emails with us, sign an engagement, or otherwise communicate with TechSkill Nation, you may provide:

- **Identifiers:** name, email address, phone number, mailing address.
- **Business Information:** company name, job title, and information about the technology environment, project, or problem you would like our help with.
- **Communications:** the content of messages, voicemails, and project-related correspondence you send us, including details about your IT environment that are necessary for us to scope or deliver our services.
- **Client and Engagement Records:** contract details, statements of work, invoices, and similar records associated with our engagements.

### 2.2 Information Collected Automatically

When you visit our website, we may automatically collect:

- **Device and Connection Information:** IP address, browser type and version, operating system, device type, and referring URL.
- **Usage Information:** pages viewed, links clicked, time spent on pages, and the general path you take through the site.
- **Approximate Location:** general location derived from your IP address (typically at the city or region level).
- **Cookies and Similar Technologies:** information collected through cookies, pixels, and similar technologies as described in Section 2.4.

### 2.3 Information We Receive from Clients (Service Data)

In the course of delivering technology services — for example, custom software development, cloud migrations, infrastructure design, or cybersecurity work — our clients may provide us with access to systems and data that contain personal information about their own employees, contractors, customers, or other individuals.

When we handle that information on behalf of a client, we generally act as a service provider, processor, or contractor (depending on the applicable law) and process the information only on the client's documented instructions and in line with our agreement with that client. The client's own privacy policy, not this one, governs how that data is collected from the underlying individuals.

## 2.4 Cookies and Tracking Technologies

Our website uses cookies and similar technologies to help the site function and to understand how visitors use it. These may include:

- **Essential Cookies:** needed for the website to operate properly.
- **Analytics Cookies:** for example, Google Analytics (via Google Site Kit), which helps us understand which pages are useful and how to improve our site.
- **Preference Cookies:** to remember choices you make on the site.

Most browsers let you refuse or delete cookies through their settings. If you disable cookies, some parts of the site may not work as intended. Where required by law, we will request your consent before placing non-essential cookies.

## 2.5 Sensitive Personal Information

TechSkill Nation does not seek out, request, or knowingly collect sensitive personal information (such as government identifiers, health data, racial or ethnic origin, religious beliefs, sexual orientation, or biometric data) from website visitors or prospects. If a specific engagement ever requires us to handle that type of information, we will address it in the applicable client agreement and rely on the appropriate legal basis under applicable law.

## 3. How We Use Your Information

We use the information we collect for purposes such as:

- **Responding to Inquiries:** answering questions submitted through our contact form, by email, or by phone, and following up on requests for proposals or information.
- **Delivering Our Services:** providing the advisory, development, cloud, infrastructure, and cybersecurity services you or your organization have engaged us to perform.
- **Managing Client Relationships:** preparing proposals and statements of work, invoicing, project management, and ongoing client communication.
- **Operating and Improving Our Website:** understanding how visitors use the site so we can improve content, navigation, and performance.

- **Marketing Communications:** where permitted by law, sending you occasional updates about our services. You can opt out at any time using the unsubscribe link in any email or by contacting us.
- **Security and Fraud Prevention:** protecting our website, systems, and clients against unauthorized access, abuse, and other security incidents.
- **Legal and Compliance Obligations:** meeting tax, accounting, contractual, and other legal obligations that apply to our business.

Where GDPR or a similar law applies, we rely on one or more of the following legal bases: performance of a contract (or steps prior to entering a contract), our legitimate interests in operating and growing our business, your consent (for example, for non-essential cookies or marketing emails), and compliance with legal obligations.

## 4. How We Share Your Information

TechSkill Nation does not sell your personal data, and we do not share personal data for cross-context behavioral advertising. We share information only as needed to run our business and deliver our services, including:

### 4.1 Service Providers and Subprocessors

We use carefully selected third-party providers to support our business, such as cloud hosting providers, email and productivity platforms, customer relationship management tools, analytics services, accounting and invoicing systems, and security tools. These providers may process personal data on our behalf and are contractually required to protect it and use it only for the purposes we authorize.

### 4.2 Client Engagements

When we act as a service provider, processor, or contractor for a client, we share data with that client and with their authorized subprocessors as agreed in the engagement. We do not use client data for our own purposes beyond what is necessary to deliver the agreed services.

### 4.3 Legal and Safety Reasons

We may disclose information if we believe in good faith that it is necessary to:

- Comply with a law, regulation, subpoena, court order, or other legal process.
- Enforce our agreements, terms of service, or other policies.
- Protect the rights, property, or safety of TechSkill Nation, our clients, our team, or the public.
- Detect, prevent, or address fraud, abuse, security, or technical issues.

### 4.4 Business Transfers

If TechSkill Nation is involved in a merger, acquisition, financing, reorganization, or sale of assets, personal data may be transferred as part of that transaction. We will require any successor entity to honor this Policy with respect to your personal data, or we will notify you of any material changes.

## 4.5 With Your Consent

We may share personal data for purposes not described above if you give us your consent to do so.

## 5. International Data Transfers

TechSkill Nation is based in the United States. If you access our website or engage us from outside the United States, your personal data will be transferred to, stored, and processed in the United States and potentially in other countries where our service providers operate. Data protection laws in those countries may differ from those in your jurisdiction.

Where personal data is transferred from the UK, EU, or EEA to a country that has not received an adequacy decision, we use appropriate safeguards — such as the European Commission’s Standard Contractual Clauses or the UK International Data Transfer Addendum — to provide protection that is consistent with applicable law.

## 6. Data Security and Retention

### 6.1 Security

Cybersecurity is part of our practice, and we apply the same principles to our own systems. We use commercially reasonable technical and organizational measures designed to protect personal data, including:

- **Encryption in transit:** TLS/HTTPS for our website and client portals.
- **Access controls:** role-based access, least-privilege, and multi-factor authentication for systems that handle personal data.
- **Network and endpoint protection:** monitoring, patching, and security tooling on our infrastructure.
- **Vendor due diligence:** review of the security practices of our key subprocessors.
- **Employee practices:** confidentiality obligations and security awareness for our team.

No system or transmission method is completely secure, and we cannot guarantee absolute security. If you have a reason to believe that your interaction with TechSkill Nation is no longer secure, please contact us immediately.

### 6.2 Retention

We retain personal data only as long as needed for the purposes described in this Policy, to deliver our services, to maintain business records, and to meet our legal, tax, accounting, and contractual obligations. When we no longer need personal data, we take reasonable steps to delete or anonymize it.

## 7. Your Data Protection Rights

Depending on where you live and which laws apply to you, you may have the following rights regarding your personal data:

- **Right to be informed:** to know what personal data we collect and how we use it (this Policy is part of how we satisfy that right).
- **Right of access:** to request a copy of the personal data we hold about you.
- **Right to correction:** to request that we correct inaccurate or incomplete personal data.
- **Right to deletion:** to request that we delete personal data we hold about you, subject to legal exceptions.
- **Right to opt out of sale or sharing:** TechSkill Nation does not sell personal information or share it for cross-context behavioral advertising, but you may still submit a request for the record.
- **Right to limit use of sensitive personal information:** where applicable; as noted above, we do not collect sensitive personal information through our website.
- **Right to non-discrimination:** we will not discriminate against you for exercising any of your privacy rights.
- **Right to withdraw consent:** where we rely on consent (for example, marketing emails or non-essential cookies), you can withdraw it at any time.

### How to Exercise Your Rights

To exercise any of these rights, contact us at [info@techskillnation.com](mailto:info@techskillnation.com) or 720.295.4699. We will respond within the timeframes required by applicable law. We may need to verify your identity before fulfilling your request, and we will not charge a fee unless your request is manifestly unfounded or excessive.

If you are a California resident, you may use an authorized agent to submit a request on your behalf. We may require the agent to provide proof of authorization and may require you to verify your identity directly with us.

## 8. Children's Privacy

TechSkill Nation's website and services are designed for businesses and the professionals who run them. Our services are not directed to children, and we do not knowingly collect personal information from children under the age of 16. If you believe a child has provided us with personal information, please contact us and we will take steps to delete it.

## 9. Links to Other Websites

Our website may contain links to third-party websites, including platforms operated by our cloud, software, and security partners. We are not responsible for the privacy practices of those sites. We encourage you to review the privacy policy of any third-party site you visit.

## 10. Changes to This Privacy Policy

We may update this Policy from time to time to reflect changes in our practices, services, or applicable law. When we do, we will revise the “Last Updated” date at the top of the Policy and post the updated version on our website. If the changes are material, we will provide additional notice (for example, by email or a prominent notice on our site). We encourage you to review this Policy periodically.

## 11. Complaints and Supervisory Authorities

If you have concerns about our privacy practices, please contact us first using the details in Section 1. We take privacy questions seriously and will work in good faith to address them.

You also have the right to lodge a complaint with a relevant regulator, including:

- **California residents:** California Attorney General or the California Privacy Protection Agency (CPPA).
- **Colorado residents:** Colorado Attorney General.
- **Other U.S. state residents:** your state attorney general or applicable privacy regulator.
- **UK residents:** Information Commissioner’s Office (ICO).
- **EU/EEA residents:** the data protection authority in your country of residence.