



PRIVACY POLICY

This Privacy Policy is between us, Evotek Recruiting LLC, and you, the User. This Privacy Policy is incorporated into the Terms and Conditions, so all provisions of the Terms and Conditions apply to this Privacy Policy, including but not limited to the limitation of liability, and class action waiver, and a jury waiver. Please read both this Privacy Policy and our Terms and Conditions carefully before using our website.

I. The Website

Use of the Website

When you use the Website, you may provide (a) information you provide us when you contact us for help, such as your name, email address; (b) transaction-related information, such as when you create a profile, submit an employment opportunity or candidate application, respond to any offers, or download or use materials from us; and (c) information you enter into our system when using the Website. Any use of the Website deems you as a User under this Privacy Policy.

In addition, the Website may collect certain information automatically, including, but not limited to, the type of mobile device you use, your mobile devices unique device ID, the IP address of your mobile device, your mobile operating system, the type of mobile Internet browsers you use, and information about the way you use the website. Such information is sometimes referred to as web analytics and/or clickstream data.

To help protect you and others, we monitor use of the Website, and we use the information we collect, including personal information, to identify fraudulent activities and transactions; prevent abuse of and investigate and/or seek prosecution for any potential threats to or misuse of the Website; ensure compliance with the applicable terms of service and this privacy policy; investigate violations of or enforce these agreements; and otherwise to protect the rights and property of the Company, its partners, and other Users. Monitoring may result in the collection, recording, and analysis of online activity or communications through the Website. If you do not consent to these conditions, you must discontinue your use of the Website.

Third Party Responsibility

This Privacy Policy applies to any personal information you provide in connection with any such website transactions. In some instances, a third party will be responsible for your transaction. These third parties will be clearly identified, with their own privacy policies and terms and conditions, so you know which company is collecting your personal information. You should refer to those policies and terms and conditions for any privacy-related concerns regarding your purchase with them. There may be other times when a third party will be part of the

functionality of the Website. In those instances, these third parties will be clearly identified and their own privacy policies and terms and conditions will apply.

We do not conduct background checks on behalf of the employers, and we will not need your social security number. Further, we do not perform drug screens. Those steps will be taken by the employer if the employer so wishes to do so.

Use of your Information

By posting messages, uploading files, inputting data, or engaging in any other form of communication through the Website, you are granting the Company a royalty-free, perpetual, non-exclusive, unrestricted, fully transferable, worldwide license to: (1) use, copy, sublicense, adapt, transmit, publicly perform, or display any such communication; and (2) sublicense to third parties the unrestricted right to exercise any of the foregoing rights granted with respect to the communication. The foregoing rights shall include the right to exploit any proprietary rights in such communication, including but not limited to rights under copyright, trademark, service mark or patent laws under any relevant jurisdiction.

Disclosing Information and Data

We will not sell or share your personal information with other companies for advertising purposes. The Company will only share your personal information with third parties in the ways that are described in this Privacy Policy. We may provide your personal information to companies that help us with our business activities (e.g. processing recruitment transactions, assisting us in the Website operations, providing customer service, identifying locations, tracking your user accounts' activities, delivering email newsletters, etc.) or that assist us in improving our content, services, or advertising. These third-party companies are authorized to use your personal information only as necessary to provide these services.

We may also share your personal information:

- (1) As required by law, such as to comply with a subpoena or similar legal process;
- (2) When we believe in good faith that disclosure is necessary to protect our rights, protect your safety or the safety of others, investigate fraud or respond to a government request;
- (3) In connection with a corporate change including a merger, acquisition or sale of assets;
- (4) in the case of candidates, to employers for employment with which you have applied;
- (5) To any other third party with your prior consent to do so.

Deleting Information and Data

We will retain User provided data for as long as you use the Website and for a reasonable time thereafter, and we may store it in aggregate. If you'd like us to delete your provided data that you have provided via the Website, please contact us and we will respond in a reasonable time. Please note that some or all of the data may be required in order for the Website to function properly.

Opting Out

If you do not wish to receive email messages, at the bottom of the email there is a hyperlink that will allow you to unsubscribe. You may unsubscribe at any time. Please do not reply to the email as we will not respond.

Security

The security of your personal information is important to us. For candidates, we understand that you may submit confidential and/or proprietary information for an application. Similarly, an employer may submit confidential or proprietary information when seeking candidates. We follow generally accepted industry standards to protect the personal information submitted to us, both during transmission and after receipt. However, no method of transmission over the Internet or method of electronic storage is 100% secure and we cannot guarantee its absolute security.

Children

We do not attempt to collect any personal information from those under the age of 17. If you feel that we have unknowingly collected information from someone under the age of 17, please contact us immediately and this information will be removed. For more information on how to protect your children online: Visit www.OnGuardOnline.gov for social networking safety tips for parents and youth.

Consent to Processing

Our Website is operated in the United States. If you are located in the European Union, Canada or elsewhere outside of the United States, please be aware that information we collect will be transferred to and processed in the United States. By using our Website, or providing us with any information, you fully understand and unambiguously consent to this transfer, processing and storage of your information in the United States, a jurisdiction in which the privacy laws may not be as comprehensive as those in the country where you reside and/or are a citizen.

As stated above, by using this website, submitting your information, or if prompted to authorize this Agreement electronically by clicking the "I Agree" button or communicating with us via email or the website, you are deemed to have executed this Agreement electronically, effective on the date of your payment, pursuant to the U.S. Electronic Signatures in Global and National Commerce Act (the E-Sign Act) (15 U.S.C. § 7001, et seq.).