

# PRIVACY POLICY

This Privacy Policy governs the manner in which talentsocial collects, uses, maintains and discloses information collected from users (each, a "User") of the www.talent-social.com website ("Site"). This Privacy Policy applies to the Site and all products and services offered by talentsocial.

## **Personal information**

We may collect personal information from Users in a variety of ways, including, but not limited to, when Users visit our site, fill out a form, and in connection with other activities, services, features or resources we make available on our Site. Users may be asked for, as appropriate, name, email address, mailing address, phone number. Users may, however, visit our Site anonymously. We will collect personal information from Users only if they voluntarily submit such information to us. Users can always refuse to supply personally identification information, except that it may prevent them from engaging in certain Site related activities.

## **Web browser cookies**

Our Site may use "cookies" to enhance User experience. A Users web browser may places cookies on their hard drive for record-keeping purposes and sometimes to track information about them. Users may choose to set their web browser to refuse cookies, or to alert you when cookies are being sent. If they do so, note that some parts of the Site may not function properly.

## **How we use collected information**

talentsocial may collect and use Users personal information for the following purposes:

- to aid the recruitment process
- to improve customer service
- to send periodic emails
- we may use the email address to respond to their inquiries, questions, and/or other requests

## **How we protect your information**

We adopt appropriate data collection, storage and processing practices and security measures to protect against unauthorized access, alteration, disclosure or destruction of your personal information, transaction information and data stored on our Site. We store your information for 12 months from when it was last used.

## **Sharing your personal information**

We do not sell, trade, or rent Users personal information to others.

## **Third party websites**

Users may find other content on our Site that link to the sites and services of our partners, suppliers, advertisers, sponsors, licensors and other third parties. We do not control the content or links that appear on these sites and are not responsible for the practices employed by websites linked to or from our Site. In addition, these sites or services, including their content and links, may be constantly changing. These sites and services may have their own privacy policies and customer service policies. Browsing and interaction on any other website, including websites which have a link to our Site, is subject to that website's own terms and policies.

## **Changes to this privacy policy**

talentsocial has the discretion to update this privacy policy at any time. When we do, we will revise the updated date at the bottom of this page and send you an email. We encourage Users to frequently check this page for any changes to stay informed about how we are helping to protect the personal information we collect. You acknowledge and agree that it is your responsibility to review this privacy policy periodically and become aware of modifications.

## **Your acceptance of these terms**

By using this Site, you signify your acceptance of this policy. If you do not agree to this policy, please do not use our Site. Your continued use of the Site following the posting of changes to this policy will be deemed your acceptance of those changes.

This document was last updated on December 15, 2014