

## SellYourJobs.com Internet Privacy Policy

Thank you for visiting SellYourJobs.com (the "Site"), operated by SellYourJobs, LLC (collectively as "SYJ" "we" or "us"). The following Privacy Policy applies to the Services provided by SYJ. This Privacy Policy discloses how we collect, use and share information we gather about you in the course of providing the Services and the options you have regarding our use of and your ability to correct the information. "Services" include the Site, and other Internet enabled or wireless means by which SYJ provides content to you or receives content from you, including, without limitation, downloadable software applications (including mobile web sites, mobile downloadable applications, content and blog submission services, chat rooms, message boards, SMS messaging, and delivery of SYJ content). "Services" also includes alert products.

If you have questions or concerns regarding this statement, you may contact us directly at [support@SELLYOURJOBS.com](mailto:support@SELLYOURJOBS.com). If you would like to modify your contact information or personal preferences and you have registered with us and obtained a password, you may access your SYJ profile from the Site by accessing [SELLYOURJOBS.com](http://SELLYOURJOBS.com).

In order to provide you with enhanced products and services, SYJ may collect personally identifiable information ("PII") from you, including your name, e-mail address, billing address, phone number, and credit card information. For example, we collect PII when you visit and/or purchase products or services from the Site, or otherwise interact with the Site. We also may collect certain information through automated means, such as geographic location where you are located, information about your device (i.e. capabilities, operating system, applications), information about how you use the Services, IP address, carrier, browser information, and referring URL.

**Chat Sessions, Blogs, and Submissions.** If you choose to participate in a chat session or forum post, we require you to select a user name. Please note that chat sessions are monitored and transcripts may be posted to the Site for access by other users. Any information, including PII, that you submit during a chat session, in blog comments, in community discussions, in any other user comment field, or in connection with your content submissions, including photo and video submissions, can be read, collected, or used by others who access them, and could be used by other users to send you unsolicited messages. We are not responsible for the information, including PII, you choose to submit in these forums.

**Content Submissions.** If you upload, rate or share information on the Site, you have to be registered and logged into this feature, and you will be required to provide us with a user name and email address. If you provide us with content, including, without limitation, submissions to the Site and user comments, any metadata, including, without limitation, geo-location and tags, that content may become publicly available.

**Location Information.** In some instances in our Services, you can input specific location information in order to view Bidder options for that location. In that case, we will ask for specific location such as address, city and state or zip code. To offer you certain Services, provide advertisements based on your physical geographic location, and engage in the other uses

described below, on some devices we provide you the option to opt-in to allow us to use your physical geographic location using GPS, cellular network location based services on your device, or browser services. You may at any time opt-out from these geo-location services by going to the settings on your device.

Alerts and notifications. In certain Services, you can receive push notifications for Job-related alerts and updates. To provide these services, we may need to collect certain information from you (i.e. email address, phone number, device information, mobile carrier information, zip code or geographic area to which the alert, update or notification pertains). If you no longer wish to receive these notifications you may opt-out by turning them off within the settings of your mobile device or the particular Service for which you registered.

Third parties. We use information collected on the Services, and may disclose information to third parties, including your physical geographic location, to help fulfill your requests or in connection with the operation of the Services (i.e. to service your account, display relevant information and advertisements, conduct updates to the Services, provide support, compile statistics about our users and use of the Services). We and such third parties may use information to market products or services to you.

When your information is collected, it may be collected directly by or shared with selected third parties ("third party entities"). These third party entities may include companies that organize, administer, process, or provide advertising services, or analyze data on our behalf. We may also provide your information to third party mapping service providers to provide you map content for the Services. Third party entities are authorized to use your information that we provide to them only to carry out the service they are providing for SYJ.

We may allow the Services link to pages on websites maintained by other entities. In some cases you may link to pages of other websites that reference our Services. The URL will identify the site you are visiting. In other cases, such as advertisements, you will be connected to another site or service when you click on or otherwise activate those opportunities. These other sites and services are not bound by our privacy policy, and we are not responsible for their information collection or privacy practices. Some Services allow users to interface with Facebook, Twitter and other sites. You will remain logged in to those other sites and services until you log off those sites and services. By proceeding with these interfaces, you are allowing our Services to access your information on those other sites and services, and you are agreeing to Terms of Use of those sites. When you log into those sites, the content you post on those sites may also post to our Services. Some Services use third party operating systems, platforms, communication services, devices, and software elements (such as mobile device operating systems, wireless services, mobile phone and tablet devices), and some of our Services are provided by third party distributors, device makers, device operators, platform operators, and communication services. SYJ does not control these third party entities, products and services, and they may collect, use, process, transmit and disclose your information.

SYJ and third party entities acting on our behalf use various Internet technologies which help us to manage the operations of our Services and track usage behavior so that we can tailor

information and advertisements to make your visits more enjoyable and meaningful. These Internet technologies include:

- IP Addresses: numbers assigned to individual computers that accompany every packet of information across the Internet.
- Cookies: small electronic files transferred from our services to your electronic device.
- Beacons and single-pixel Gifs: electronic tags.
- HTML5 LocalStorage: storage within your browser on your electronic device. Information that SYJ collects via the technologies described in this section may be linked to other information about you. SYJ uses the technologies described in this section, alone or in combination, to provide and administer our services, understand user behavior, manage services operations, measure the effectiveness of advertisements and our service operations, target advertising, help diagnose problems, recognize repeat visitors, track and analyze usage behavior, facilitate your access to and use of our services, serve, target, control, and measure advertisements on our Services, count users who have visited certain areas of our Services we wish to track, and help determine the effectiveness of advertising campaigns on our services. In addition, we may share demographic information, location data, IP addresses, aggregate (not individual) usage statistics for our Services, other identifiers and information with advertisers and other third parties. Your browser may allow you to manage your cookies, although certain settings may negatively affect functionality. SYJ contracts with certain third party entities to track, analyze and report data about the usage of our Services using these Internet technologies. Use of technologies by advertisers and other third parties. SYJ works with a variety of advertisers and analytics companies, which use various technologies to collect data in order to send (or promote) relevant ads to users. These technologies may track user behavior, track how the Services are used, and to serve you more relevant ads. These advertisements may appear on our Services or other services that you visit. This Privacy Policy does not cover the use of various technologies by such third parties. These third parties may also obtain information from services you use from other companies, including, but not limited to, other websites, and combine that information with information they obtain through these third party technologies on our Services. You should be aware that SYJ does not have control over these third party technologies or the information contained in them. For more information about how ad networks, ad servers, analytics companies, and third party companies use the information collected by the technologies on our services and about your option not to accept cookies placed by some of these companies on our Services, please visit <http://www.aboutads.info/choices>. These opt-outs are device specific and may not work on all devices. If you choose to opt out, this does not opt you out of all advertising. The ads will just not be targeted to you by any party from which you have opted out. You can also cease to use the Service or uninstall the application. Release of PII.

We may provide PII without your permission (i) pursuant to judicial or other government subpoenas, warrants, or orders or otherwise to comply with law; (ii) where SYJ believes the rights, property or an individual's safety or security is at risk; (iii) if we find that your actions violate our Terms of Use; or (iv) where otherwise required by law. SYJ uses standard industry practices to protect your PII, but cannot guarantee that your communications with the Services will never be unlawfully intercepted, or that your PII will never be unlawfully accessed by third parties.

**Changing settings.** Only those who opt-in receive offers or promotions from SYJ or a third party related to SYJ. You may access your profile online or contact us directly to reset your password, update your PII, correct information, make changes to your preferences, unsubscribe to any e- mail subscriptions or opt-out of certain services.

**Age Restrictions.** SYJ and its Services are not for use by people under 18 years of age.

**Location.** SYJ, and all associated Services and systems, including registration, are housed on servers operated in the United States. By using our Services and providing information to use, you consent to the transfer to and processing of the information in the United States, as well as its data protection and privacy laws.

**Modifications to the Privacy Policy.** SYJ may alter our Privacy Policy from time to time. When we do, we will post those changes here prior to their effective date.

