

Snagajob Privacy Policy

The Privacy Policy describes the data protection practices of Snagajob.com, Inc. and its affiliated companies (together referred to as “Snagajob” “we,” “us,” or “our”). This Privacy Policy applies to all websites and mobile applications owned and operated by us that link to this Privacy Policy, and related online and offline services (collectively, the “Services”).

Snagajob is a provider of cloud-based software services that help connect businesses (“Employers”) looking to hire for employment positions with our network of job and shift seekers (“Seekers”). When applicable we have made distinctions in these sections between Seekers and Employers to be transparent about the different situations in which we may collect, use, or share personal information.

When we handle information about Seekers who use our Services to fill out job applications or onboarding documents/forms for specific Employers or otherwise communicate directly with Employers (“Employer Direct Engagement”), we do so on behalf of the Employers as a service provider or processor. Employers determine how to engage with Seekers through our Services and thus act as the business that determines the purposes and means of handling Seeker data in relation to Employer Direct Engagements. In those circumstances, Seekers are ultimately subject to the privacy policies of the Employers with which they interact, and they should read those policies carefully. Snagajob is not responsible for the privacy practices of Employers. Snagajob acts as the business and not a service provider when Seekers build profiles and use related services.

PLEASE READ THIS PRIVACY POLICY CAREFULLY TO UNDERSTAND HOW WE HANDLE YOUR INFORMATION. By using Snagajob Services, you are expressly and voluntarily accepting the terms and conditions of this Privacy Policy and our [Terms of Use](#) that allow us to process information about you.

1. Data We Collect

A. Data We Collect From Seekers

We collect personal information in order to successfully provide Snagajob Services through the means discussed below. The information we collect and the purpose for which we use it will depend to some extent on the specific Services you use and how you interact with us. The following table describes the categories of information about you that we collect and how we use such information:

Categories of information collected	Purposes of use	Sources of information
Account registration information , e.g. name, DOB, password, email address, username, phone number, wireless device, security questions and answers, city, state, ZIP code, and U.S. work eligibility (“Yes” or “No”)	<ul style="list-style-type: none">● Provide the Services● Communicate with you● Secure our Services and users● Fraud prevention and legal purposes	<ul style="list-style-type: none">● You

<p>Contact information, e.g. name, email address, postal address, and phone number</p>	<ul style="list-style-type: none"> ● Provide the Services ● Application information and employment onboarding ● Communicate with you ● Personalize your experience ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You
<p>Demographic and statistical information, e.g. gender, race, age, date of birth, health information, apparel size, marital status, military and veteran status, nationality, disability information, criminal history information, educational history, employment history, professional licenses and memberships, schedule and availability, access to transportation, and responses to tests and surveys.</p>	<ul style="list-style-type: none"> ● Provide the Services ● Application information and employment onboarding ● Communicate with you ● Personalize your experience ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You
<p>Personal identifiers and employment eligibility information, e.g. photographs, driver's license number, operator's license number, motor vehicle license number, passport number, Social Security Number, other state or federal-issued identification numbers, and information you provide on tax and other other government forms.</p>	<ul style="list-style-type: none"> ● Provide the Services ● Application information and employment onboarding ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● Employers

<p>Financial and transactional information, e.g. bank account number and paycard information.</p>	<ul style="list-style-type: none"> ● Employment onboarding ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● Employers
<p>Customer service information, e.g. questions and other messages you address to us directly through online forms, by mail, over the phone, or by post; and summaries or voice recordings of your interactions with our customer support team.</p>	<ul style="list-style-type: none"> ● Provide the Services ● Communicate with you ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You
<p>Communications with other users, e.g. your in-Services messages and information surrounding those messages such as the date/time of the communication.</p>	<ul style="list-style-type: none"> ● Provide the Services ● Employment onboarding ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● The Employers you are communicating with
<p>Research, survey, or sweepstakes information, e.g. if you participate in an internal Snagajob survey or sweepstakes on our Services or areas we can improve, we collect information needed for you to participate (such as contact information) and to fulfill your prize.</p>	<ul style="list-style-type: none"> ● Provide the Services ● Communicate with you ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● Survey partners ● Researchers and analysts
<p>Information about others, e.g. if you submit information about your references or former employers; or if you use a "tell-a-friend" tool (or similar feature) that allows you to send information to another person, we will collect, at a minimum, the recipient's contact information. In providing this information, you represent that</p>	<ul style="list-style-type: none"> ● Provide the Services ● Employment onboarding ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● Other users (if you are the recipient of a communication)

<p>you are authorized to provide it.</p>		
<p>Device information and identifiers, e.g. IP address; browser type and language; operating system; platform type; device type; software and hardware attributes; and unique device, advertising, and app identifiers.</p>	<ul style="list-style-type: none"> ● Provide the Services ● Personalize your experience ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● Analytics providers ● Cookies and tracking technologies
<p>Connection and usage data, e.g. information about files you download, domain names, landing pages, browsing activity, dates and times of access, pages viewed, forms you complete or partially complete, search terms, uploads or downloads, whether you open an email and your interaction with email content, access times, error logs, and other similar information.</p>	<ul style="list-style-type: none"> ● Provide the Services ● Personalize your experience ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● Analytics providers ● Cookies and tracking technologies
<p>Social media information, e.g. if you access the Services through a third-party connection or log-in, we may have access to log-in information you provide to that social network, information you provide to us directly through our pages on social networking and blogging platforms (e.g. Facebook, Instagram, Snapchat, Wordpress, and Twitter).</p>	<ul style="list-style-type: none"> ● Provide the Services ● Communicate with you ● Personalize your experience ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● Social media networks, in accordance with your privacy preferences and such services
<p>Geolocation, e.g. city, state, country, and ZIP code associated with your IP address.</p>	<ul style="list-style-type: none"> ● Provide the Services ● Personalize your experience ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● Analytics providers

<p>Other information, e.g. any other information you choose to directly provide to us in connection with your use of the Services.</p>	<ul style="list-style-type: none"> • All purposes listed above 	<ul style="list-style-type: none"> • You
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B. Data We Collect from and About Employers

We also collect information from Employers to provide the Services. The information we collect and the purpose for which we use it will depend to some extent on the specific Services you use and how you interact with us. The following table describes the categories of information about you that we collect and how we use such information:

Categories of information collected	Purposes of use	Sources of information
<p>Account registration information, e.g. name, phone number, email address, postal address, account username, password, security questions and answers.</p>	<ul style="list-style-type: none"> • Provide the Services • Communicate with you • Personalize your experience • Secure our Services and users • Fraud prevention and legal purposes 	<ul style="list-style-type: none"> • You
<p>Business or company information, e.g. business name, industry, FEIN, business phone number, location(s), links to external business websites, pictures, business logo.</p>	<ul style="list-style-type: none"> • Provide the Services • Personalize your experience • Secure our Services and users • Fraud prevention and legal purposes 	<ul style="list-style-type: none"> • You
<p>Financial and transactional information, e.g. credit card information, billing address.</p>	<ul style="list-style-type: none"> • Provide the Services • Fraud detection and prevention • Secure our Services and users • Fraud prevention and legal purposes 	<ul style="list-style-type: none"> • You

<p>Employment opportunity information, e.g. title, wage range, location(s), availability information, desired qualifications and skills, job description and expectations, job postings.</p>	<ul style="list-style-type: none"> ● Provide the Services ● Personalize your experience ● Communicate with you ● Application information and Employment onboarding 	<ul style="list-style-type: none"> ● You
<p>Social media information, e.g. if you access the Services through a third-party connection or log-in, we may have access to log-in information you provide to that social network and information you provide to us directly through our pages on social networking and blogging platforms (e.g. Facebook, Instagram, Snapchat, Wordpress, and Twitter).</p>	<ul style="list-style-type: none"> ● Provide the Services ● Communicate with you ● Personalize your experience ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● Social media networks, in accordance with your privacy preferences and such services
<p>Geolocation, e.g. city, state, country, and ZIP code associated with your IP address or derived through Wi-Fi triangulation.</p>	<ul style="list-style-type: none"> ● Provide the Services ● Personalize your experience ● Secure our Services and users ● Fraud prevention and legal purposes 	<ul style="list-style-type: none"> ● You ● Analytics providers
<p>Other information, e.g. any other information you choose to directly provide to us in connection with your use of the Services.</p>	<ul style="list-style-type: none"> ● All purposes listed above 	<ul style="list-style-type: none"> ● You

C. Additional Information

The following information provides additional information about the purposes for collecting and using your information.

2. Purposes of Use

Provide the Services, for example:

- Creating a profile and saving selected job postings
- Displaying job opportunities and potential candidates
- Processing and fulfilling your requests and transactions, including registrations, subscriptions, purchases, and payments
- Assisting you in submitting, requesting, processing, or reviewing an application
- Engaging in analysis, research, measuring and reports to better understand how you use the Services, so we can improve them, develop them, and fix errors
- Administering internal Net Promotor Score surveys
- Sending communications that you have requested on your behalf
- Understanding and resolving app crashes and other issues being reported

Application information and employment onboarding, for example:

- Applying for a job or shift
- Conducting background check and employment eligibility screenings
- Complying with applicable laws, including federal and state employment law
- Arranging for financial deposits and transactions and relevant trainings
- Facilitating logistics for employment, such as uniform sizing

Communicate with you, for example:

- Responding to your requests for information and provide you with more effective and efficient customer service and technical support, including to investigate, respond to and resolve incidents and complaints
- Keeping you updated regarding job opportunities, interview requests, application reminders, and/or jobs you may be interested in
- Informing Employers about new applicants to posted jobs, account-specific information, and/or promotions regarding our Services
- Providing you with transactional updates and information about the Services (e.g., inform you about updates to our Services, information about your account, or information about ecommerce transactions that you conduct on the Services)
- In accordance with applicable legal requirements, contacting you by email, postal mail, phone, or SMS regarding our Services. If participating in the Snagajob Info Alerts SMS/MMS/Text Program or any other feature that involves SMS messages, you should review the Snagajob SMS/MMS Terms.

Personalize your experience, for example:

- Finding and recommending appropriate and eligible job opportunities and candidates
- Sending you personalized newsletters, surveys, and information about Snagajob products and services

Secure our Services and users, for example:

- Monitoring, preventing, and detecting fraud, such as through verifying your identity
- Combatting spam or other malware or security risks
- Monitoring, enforcing, and improving the security of our Services

Fraud detection and prevention, defending our legal rights and compliance with the law, for example:

- Complying with any applicable procedures, laws, and regulations where it is necessary for our legitimate interests or the legitimate interests of others
- Establishing, exercising, or defending our legal rights where it is necessary for our legitimate interests or the legitimate interests of others (e.g., to enforce compliance with our Terms of Use, Privacy Policies, or to protect our Services, users, or others)

Combined Information. For the purposes discussed in this Privacy Policy, we may combine the information that we collect through the Services with information that we receive from other sources, both online and offline, and use such combined information in accordance with this Privacy Policy.

Consent. We may use all the categories of information set forth above for any purpose with your consent.

3. Cookies and Online Analytics.

We use a variety of online tracking and analytics tools (e.g., cookies, flash cookies, and pixel tags) to collect and analyze information as you use the Services. Among other things, these technologies allow us to offer you a more tailored experience in the future, by understanding and remembering your particular browsing and usage preferences.

We may also use third-party web analytics services (such as those of Google Analytics, Coremetrics, Mixpanel, and Segment) on our Services to collect and analyze information collected through these technologies to assist us in auditing, research, or reporting; fraud prevention; and providing certain features to you. The types of tracking and analytics tools we and our service providers use for these purposes are:

- “Cookies” are small data files stored on your computer or device to collect information about your use of the Services. Cookies may enable us to recognize you as the same user who used our Services in the past, and relate your use of the Services to other information we have about you. Cookies may also be used to enhance your experience on the Services (for example, by storing your username) and/or to collect general usage and aggregated statistical information. Most browsers can be set to detect cookies and give you an opportunity to reject them, but refusing cookies may, in some cases, limit your use of our Services or features. [Learn more about the use of cookies, including how to manage or delete them.](#) Please note that by blocking, disabling, or managing any or all cookies, you may not have access to certain features or offerings of the Services.

- “Local shared objects,” or “flash cookies,” may be stored on your computer or device using a media player or other software. Local shared objects operate much like cookies, but cannot be managed in the same way. Depending on how local shared objects are enabled on your computer or device, you may be able to manage them using software settings. For information on managing flash cookies, for example, [click here](#).
- A “pixel tag” (also known as a “clear GIF” or “web beacon”) is a tiny image – typically just one-pixel – that can be placed on a web page or in our electronic communications to you in order to help us measure the effectiveness of our content by, for example, counting the number of individuals who visit us online or verifying whether you’ve opened one of our emails or seen one of our web pages.

Do Not Track. Do Not Track (“DNT”) is a privacy preference that users can set in certain web browsers. We are committed to providing you with meaningful choices about the information collected on our website for online advertising and analytics purposes, and that is why we provide the variety of opt-out mechanisms listed above. However, we do not currently recognize or respond to browser-initiated DNT signals. Learn more about [Do Not Track](#).

4. How We Share Data

A. Seeker Data

We will share the information collected from and about you as discussed above for various business purposes. The chart below explains the categories of third parties with which we may share your information, and the categories of information we may share with each. Additionally, we may share all the categories of information with your consent.

Third Parties with which we share information and why	Categories of information shared
<p>Service Providers that Perform Services on our Behalf. Such service providers include billing and payment processing, sales, marketing, advertising, data analysis and insight, research, technical support and customer service, fulfillment, data storage, security, fraud prevention, risk audits, and legal services.</p>	<ul style="list-style-type: none"> • All categories of information we collect may be shared with our service providers
<p>Employers, Services, and Vendors. We will share your information with Employers and services at your request. For example, if you apply for a job, we may share the information with the relevant Employer. Moreover, we may share your information with vendors performing services on behalf of the Employers; for instance, a background check provider, identity verification provider, or payroll provider.</p>	<ul style="list-style-type: none"> • Contact and account registration information • Demographic and statistical information • Personal identifiers and employment eligibility information • Employment opportunity information • Financial and transactional information • Communications with other users • Information about others

	<ul style="list-style-type: none"> • Other information
<p>Third Parties for Legal Purposes. By using the Services, you acknowledge and agree that we may access, retain, and disclose the information we collect and maintain about you if required to do so by law or in a good faith belief that such access, retention or disclosure is reasonably necessary to: (a) comply with legal process or a regulatory investigation (e.g. subpoena or court order); (b) enforce our Terms of Service, the Privacy Policy, or other contracts with you, including investigation of potential violations thereof; (c) respond to claims that any content violates the rights of third parties; and/or (d) protect the rights, property or personal safety of Snagajob, its agents and affiliates, its users and/or the public. This includes exchanging information with other companies and organizations for fraud protection, and spam/malware prevention, and similar purposes.</p>	<ul style="list-style-type: none"> • All categories of information we collect may be shared for legal purposes
<p>Third Parties in a Business Transaction. We may disclose information in connection with a corporate transaction, including for example a merger, investment, acquisition, reorganization, consolidation, bankruptcy, liquidation, or sale of some or all of our assets.</p>	<ul style="list-style-type: none"> • All categories of information we collect may be shared in connection with a business transaction

B. Employer Data

We will share the information collected from and about you as discussed above for various business purposes. The chart below explains the categories of third parties with which we may share your information, and the categories of information we may share with each. Additionally, we may share all the categories of information with your consent.

Third Parties with which we share information and why	Categories of information shared
<p>Service Providers that Perform Services on our Behalf. Such service providers include billing and payment processing, sales, marketing, advertising, data analysis and insight, research, technical support and customer service, fulfillment, data storage, security, fraud prevention, risk audits, and legal services.</p>	<ul style="list-style-type: none"> • All categories of information we collect may be shared with our service providers
<p>Employers, Services, and Vendors. We will share your information with Employers and services at your request. For example, if you apply for a job, we may share the information with the relevant Employer. Moreover, we may share your information with vendors performing services on behalf of the Employers; for instance, a background check provider, identity verification provider, or payroll provider.</p>	<ul style="list-style-type: none"> • Contact and account registration information • Demographic and statistical information • Personal identifiers and employment eligibility information • Employment opportunity information • Financial and transactional information

	<ul style="list-style-type: none"> • Communications with other users • Information about others • Other information
<p>Third Parties for Legal Purposes. By using the Services, you acknowledge and agree that we may access, retain, and disclose the information we collect and maintain about you if required to do so by law or in a good faith belief that such access, retention or disclosure is reasonably necessary to: (a) comply with legal process or a regulatory investigation (e.g. subpoena or court order); (b) enforce our Terms of Service, the Privacy Policy, or other contracts with you, including investigation of potential violations thereof; (c) respond to claims that any content violates the rights of third parties; and/or (d) protect the rights, property or personal safety of Snagajob, its agents and affiliates, its users and/or the public. This includes exchanging information with other companies and organizations for fraud protection, and spam/malware prevention, and similar purposes.</p>	<ul style="list-style-type: none"> • All categories of information we collect may be shared for legal purposes
<p>Third Parties in a Business Transaction. We may disclose information in connection with a corporate transaction, including for example a merger, investment, acquisition, reorganization, consolidation, bankruptcy, liquidation, or sale of some or all of our assets.</p>	<ul style="list-style-type: none"> • All categories of information we collect may be shared in connection with a business transaction

5. Aggregate/De-Identified Information

We may aggregate and/or de-identify any information collected through the Services so that such information can no longer be linked to you or your device ("Aggregate/De-Identified Information"). We may use Aggregate/De-Identified Information for any purpose, including without limitation for research and marketing purposes, and may also share such data with any third parties, including advertisers, promotional partners, and sponsors, in our discretion.

6. Your Choices and Rights

You have certain rights with respect to your information as further described in this Section, in addition to any rights discussed elsewhere in this Privacy Policy. Please note your rights and choices vary depending upon your location.

Marketing Communications.

You may instruct us not to use your information to contact you by email, postal mail, or phone regarding products, services, promotions and special events that might appeal to your interests by contacting us using the information below. You may do so by logging into your Account and navigating towards Settings and, in commercial email messages, you can opt out by following the instructions

located at the bottom of such emails. Removing your name from the email list may take a reasonable amount of time. Please note that, regardless of your request, we may still use and share certain information as permitted by this Privacy Policy or as required by applicable law. For example, you may not opt out of certain operational emails, such as those reflecting our relationship or transactions with you.

Account information.

We encourage you to periodically review and update your settings and profile information to reflect your job and communication preferences. You can access these settings at any time by logging in. If you would like us to close your account, you can reach out to us and we will do so.

Privacy Rights for California Residents.

If you are a California resident, California law requires us to provide you with some additional information regarding your rights with respect to your “personal information” (as defined in the California Consumer Privacy Act (“CCPA”).

If you are a California resident, the CCPA allows you to make certain requests about your personal information. Specifically, the CCPA allows you to request us to:

- Inform you about the categories of personal information we collect or disclose about you; the categories of sources of such information; the business or commercial purpose for collecting your personal information; and the categories of third parties with whom we share/disclose personal information.
- Provide access to and/or a copy of certain personal information we hold about you.
- Delete certain personal information we have about you.
- Provide you with information about the financial incentives that we offer to you, if any.

The CCPA further provides you with the right to not be discriminated against (as provided for in applicable law) for exercising your rights.

Please note that certain information may be exempt from such requests under California law. For example, we need certain information in order to provide the Service to you. We also will take reasonable steps to verify your identity before responding to a request, which may include, at a minimum, depending on the sensitivity of the information you are requesting and the type of request you are making, verifying your name, email address, phone number, or other information. You are also permitted to designate an authorized agent to submit certain requests on your behalf. In order for an authorized agent to be verified, you must provide the authorized agent with signed, written permission to make such requests or a power of attorney. We may also follow up with you to verify your identity before processing the authorized agent’s request. Certain information may be exempt from such requests under applicable law. For example, we need certain types of information so that we can provide the Services to you or to comply with a legal obligation. In some circumstances if you still ask us to delete your information, you may no longer be able to access or use our Services. If you would like further information regarding your legal rights under California law or would like to exercise any of them, please use the form on the [Snagajob Knowledge Base](#) or contact us at customersupport@snagajob.com

California residents may opt out of the “sale” of their personal information. We do not “sell” California residents’ personal information under the CCPA, based on our current understanding of the definition of sell. We do share certain information as set forth in Section 3 and allow third parties to collect certain information about your activity, for example through cookies, as explained in Section 2.

With regard to personal information collected by Employers through Employer Direct Engagements, Seekers should direct requests to exercise applicable rights to the Employer on whose behalf we handle the data. If we receive a request from a Seeker directly in relation to information collected through an Employer Direct Engagement, we will refer that request to the appropriate Employer(s) and await

each Employer's instructions on how to handle it.

California “Shine the Light” Disclosure.

The California “Shine the Light” law gives residents of California the right under certain circumstances to opt out of the sharing of certain categories of personal information (as defined in the Shine the Light law) with third parties for their direct marketing purposes. We do not share your personal information with third parties for their own direct marketing purposes.

Privacy Rights for Nevada Residents.

Under Nevada law, certain Nevada residents may opt out of the “sale” of “covered information” (as such term is defined under Nevada law) for monetary consideration to a person for that person to license or sell such information to additional persons. “Covered information” includes first and last name, address, email address, phone number, Social Security Number, or an identifier that allows a specific person to be contacted either physically or online.

We do not engage in such activity; however, if you are a Nevada resident who has purchased or leased goods or services from us, you may submit a request to opt out of the sale of your covered information under Nevada law by emailing us at customersupport@snagajob.com. Please note we will take reasonable steps to verify your identity and the authenticity of the request.

7. How We Protect Your Data and Our Services

We take measures to protect your information against accidental or unlawful destruction or accidental loss, alteration, unauthorized disclosure, and access. However, no method of transmission over the internet, and no means of electronic or physical storage, is absolutely secure. By using our Services, you acknowledge and accept that we cannot guarantee the security of your information and that use of our Services is at your own risk. You are responsible for keeping your account information—and especially your login information—confidential. We ask you not to share your login credentials with anyone.

When you sign up for an account, you may be required to establish a username and password. If you create an account with us, you are responsible for maintaining the confidentiality of your account password and for any activity that occurs under your account. We are not responsible for any loss or damage arising from your failure to maintain the confidentiality of your password.

If you use messaging features that allow you to interact with Employers or Seekers directly through our Services, please note that these communications are not encrypted and, for security purposes, you should not include any passwords, social security numbers, payment card information, or other sensitive information in such communications.

We have implemented the Invisible reCAPTCHA on our Website. Your use of the Invisible reCAPTCHA is subject to the Google [Privacy Policy](#) and [Terms of Use](#).

8. Retention of your Information

We store and maintain your information for the purposes for which it is processed by us. The length of time for which we retain information depends on the purposes for which we collected and use it and/or as required to comply with applicable laws.

9. Your Obligations

As discussed further in our [Terms of Use](#), Seekers and Employers have obligations that they must abide by in order to use the Services:

1. You must, at all times, abide by the terms and conditions of the then-current Privacy Policy and [Terms of Use](#). This includes respecting all intellectual property rights that may belong to third parties.
2. You must keep your username and password confidential and not share it with others
3. Any violation of these guidelines may lead to the restriction, suspension or termination of your account at our sole discretion.

10. Third-Party Links and Features

The Services contain links to third-party services, and you may also integrate our Services with third-party services. For example, Seeker may click a job application link that takes them to a third-party website hosted by an Employer or a third-party. If you choose to use these third-party services or features, you may disclose your information not just to those third parties but also to their users and the public more generally, depending on how their services function. Snagajob is not responsible for the content or practices of such third-party services. The collection, use, and disclosure of your information will be subject to the privacy policies of the third-party services, and not this Privacy Policy. We urge you to read the privacy and security policies of these third parties.

11. Children's Privacy

The Services are not intended for children under 13 years of age and we do not knowingly collect, maintain, or use Personal Information from children under 13 years of age. We will take reasonable steps to delete personal information (as defined by the United States Children's Online Privacy Protection Act) as soon as reasonably possible if we learn that we have inadvertently collected it from children under the age of 13 without parental consent.

If you learn that your child has provided us with Personal Information without your consent, you may alert us at security@snagajob.com. If we learn that we have collected any Personal Information from children under 13, we will promptly take steps to delete such information and terminate the child's account.

12. Changes to our Privacy Policy

We reserve the right to amend this Privacy Policy at any time. We will make the revised Privacy Policy accessible through the Services, so you should review the Policy periodically. You can know if the Privacy Policy has changed since the last time you reviewed it by checking the "Effective Date" at the beginning of this Privacy Policy. If we make a material change to this Privacy Policy, we will provide you with notice in accordance with legal requirements. By continuing to use the Services, you are confirming that you have read and understood the latest version of this Privacy Policy.

13. Contact Information

If you wish to contact us or have any questions about or complaints in relation to this Privacy Policy, please email us at info@snagajob.com or use our online [contact us form](#). Please note that your communications with us may not necessarily be secure. Therefore, please do not include credit card information and/or other sensitive information in your communications with us.

Snagajob Privacy Policy

Note: This Privacy Policy is effective until 12/31/2019. Starting January 1, the new Privacy Policy above will be effective.

This is the privacy policy for Snagajob.com Inc. and Snag Work, LLC (collectively "Snagajob"). This page summarizes the key highlights from our Privacy Policy. For more information, read our full [Privacy Policy](#).

Information we collect from you

We collect information:

- **When you register an account** to become a Snagajob member (examples: name, e-mail, employer, country, and a password).
- When you provide information to us about yourself.
- We use cookies and other technologies to recognize you, customize your experience, and serve advertisements.
- We automatically receive from your internet use information like your IP address, the URLs of sites from which you arrive or leave the Snagajob websites, your type of browser, your operating system, your mobile provider, your mobile device, and your ISP.
- We retain information you provide in connection with third party services available through Snagajob like surveys and polls or other third party research undertaken with your consent.

How we use information we collect from you

We use the information you provide to:

- **Enable you to share your information and communicate with other members**, or provide your personal details to third parties offering combined services with Snagajob;
- **Allow you to apply to jobs and shifts.**
- **Administer your account** with us and customize the service we provide to you and other members; and to
- **Send you service or promotional communications** through email and notices on the Snagajob websites.

How you can access, correct or delete your Personal Information

- Review, enhance or edit your personal information through your personal [profile page](#);
- [Change your settings](#) to control visibility and accessibility through our website; and

- Tell us to close your Snagajob account.

Your obligations to us and to other Members

Do not abuse the websites by using them to spam, abuse, harass, or otherwise violate the [Terms of Use](#) or [Privacy Policy](#).

How we protect the information you give to us

- Personal information you provide will be secured with industry standards and technology. Since the internet is not a 100% secure environment, we cannot ensure or warrant the security of any information you transmit to us. There is no guarantee that information may not be accessed, disclosed, altered, or destroyed by breach of any of our physical, technical, or managerial safeguards.
- Although we have made reasonable efforts to safeguard the confidentiality of your Personal Information, we cannot promise, and you should not expect, that your Personal Information will always stay private.
- You are responsible for maintaining the secrecy of your unique password and account information, and for controlling access to your email communications at all times.

How to contact us

If you have any questions or comments please email us at info@snagajob.com or [contact us](#) at:

www.snagajob.com

1-866-227-0466

4851 Lake Brook Drive

Glen Allen, VA 23060

Important information

Notice of all changes that materially affect ways in which your personal information may be used or shared will be posted in updates to our Privacy Policy.

If we change our Privacy Policy, we will post the changes to our Website, and may alert you to such change via e-mail or a message in My Account.

Complete Snagajob.com Privacy Policy

This is the complete Privacy Policy for Snagajob.com Inc. and Snag Work, LLC (collectively "Snagajob").

Purpose of our Privacy Policy

Snagajob.com, Inc. ("Snagajob.com") and Snag Work, LLC ("Snag Work") (together referred to as "Snagajob") appreciate the sensitivity and privacy with which your job search should be handled. In addition to installing numerous privacy features on the Snagajob websites, Snagajob has created this Privacy Policy to emphasize our commitment to your privacy. The Privacy Policy describes how we collect, protect and use information received and collected from you by means of our Websites. It does not apply to information that we gather or collect using any other method. We urge you to read our Privacy Policy so that you will understand both our commitment to you and your privacy, and how you can participate in that commitment. Capitalized and other terms not defined in this Privacy Policy will have the meaning ascribed to them in our [Terms of Use](#).

Providing information to us is voluntary and may be withdrawn by you at any time.

The information you provide to us through our Websites may reveal, or allow others to identify, your nationality, ethnic origin, religion, gender, age, geography, or other aspects of your private life. By providing information to us for the purposes of creating your Member account or adding any additional details to your profile, you are expressly and voluntarily accepting the terms and conditions of this Privacy Policy and our [Terms of Use](#) that allow us to process information about you. You have the right to withdraw your consent to our collection and processing of your information at any time, in accordance with the terms of this Privacy Policy and our [Terms of Use](#), by changing your [Settings](#), or by closing your Snagajob accounts. Please note, however, that your withdrawal of consent will not be retroactive.

Information we collect from you

Personally Identifiable Information

Our Websites enables you to search for jobs and shifts in your area, register to receive communication about future work opportunities, participate in interactive areas such as My Account or to permit employers to contact you directly regarding job offerings. You may search without registering, but in order to apply for a job or a shift, receive communication, participate in the interactive areas to be found at My Account or be contacted by an employer interested in you for employment, you will have to register with Snagajob. We sometimes collect the following personally identifiable information:

- Email address
- Password
- Name
- Address
- City
- State
- ZIP code

- Phone number
- Date of birth
- Gender
- Military service
- Citizenship
- Education
- Job preferences
- Work experience
- Social Security Number
- References

We, our service providers, and our business partners may automatically log information about you, your computer or mobile device, and activity occurring on or through the Services. The information that may be collected automatically includes your computer or mobile device operating system type and version number, manufacturer and model, device identifier (such as the Google Advertising ID or Apple ID for Advertising), browser type, screen resolution, IP address, the website you visited before browsing to our website, general location information such as city, state or geographic area; and information about your use of and actions on the Services, such as pages or screens you viewed, how long you spent on a page or screen, navigation paths between pages or screens, information about your activity on a page or screen, access times, and length of access. Our service providers and business partners may collect this type of information over time and across third-party websites and mobile applications.

Your personally identifiable information allows us to share your job preferences and work experiences with prospective employers, communicate with you about potential work opportunities, our business and our Websites, improve the information on and operation of our Websites, customize the Websites to your individual preferences and ensure your compliance with our [Terms of Use](#) and any other restrictions noted on the Websites.

In addition to providing us with your personally identifiable information and your IP address, if you chose to participate in the interactive portions of our Websites found at My Account, you will have to complete a user profile in which you may describe your skills, professional experiences, educational background, recommendations from other Websites users, group memberships, and networking objectives (this information, together with your personally identifiable information, shall be referred to collectively herein as your "Personal Information"). Providing additional information about yourself beyond what is minimally required at registration is entirely up to you, but providing such additional information enables you to derive more benefit from the Websites and your professional network by helping you build and leverage your professional network and facilitating your search for professional resources, information, and new opportunities. Any Personal Information you provide at registration or in the profile section may be used by us as we describe in the [Terms of Use](#) and this Privacy Policy. If you decide not to share such Personal Information, you may not receive the full benefit of being a Website Member.

You may also choose to manually enter or upload data about your contacts to the "Contacts" section of your account with us. Information entered into Contacts is only viewable by you and us. By providing email addresses or other information of non-Members, you represent that you have authority to do so. All information that you enter or upload about your contacts will be covered by the [Terms of Use](#) and this Privacy Policy and will enable us to provide customized services such as suggesting people to connect on our Websites.

We may collect information through our Websites in order to, among other things, accurately categorize and respond to Member inquiries and investigate breaches of our terms.

We may collect information about the fact that you use certain features and functionality or our Website, click on ads, or participate in research initiatives like polling and surveys on our Website.

We have implemented the Invisible reCAPTCHA on our Website. Your use of the Invisible reCAPTCHA is subject to the Google [Privacy Policy](#) and [Terms of Use](#).

Polls and surveys on our Website

Polls and surveys may be conducted by us or our sponsors. As a Member, you may be invited to participate in polls and surveys from our Websites. Your selection may be random, or it may be based on your non-personally identifiable information, such as job title, geographic location, company size and/or industry. Whether or not you decide to participate in a poll or survey is completely up to you.

After you complete a poll, you will be given access to the aggregate responses of the poll on a results page. Some third parties may target advertisements to you on the results page based on your answers in the poll. Further, we or our Sponsors may follow up with you via e-mail in your My Account account regarding your participation unless you have opted out of receiving such e-mail messages.

We may use third parties to deliver incentives to you to participate in surveys or polls. If the delivery of incentives requires your contact information, you may be asked to provide Personal Information to the third party fulfilling the incentive offer, which will only be used for the purpose of delivering incentives and/or verifying your contact information. It is up to you whether you provide this information, or whether you desire to take advantage of an incentive.

We will not disclose any Personal Information to any third parties in connection with the conduct of any polls or surveys. Your consent to use any Personal Information for the purposes set forth in the poll or survey will be explicitly requested by the party conducting it. You may opt-out of participating in surveys by changing your settings to stop receiving these inquiries and requests.

“Cookies”

We use cookies and web log files to track your Websites usage and trends, to improve the quality of our service, to customize your experience on our Websites, as well as to deliver third-party advertising to Members both on and off our Websites.

While your browser may accept cookies automatically, you can change the settings on your browser to prevent our cookies from being downloaded automatically, or to notify you that they are ready to be downloaded. The latter will give you the option of whether or not you want to accept our cookies. If you decide to decline our cookies, however, some of our Website's features or services may not function as well as they would have had you accepted our cookies.

Our Websites may also contain very small, transparent, electronic images called "Web Beacons" that allow us to count Members who have visited the Website pages on which they are located. Web Beacons are not used to access your Personal Information, but rather are a method for us to assemble aggregated statistics about the usage of our Website. While you cannot decline Web Beacons, you can decline all cookies and therefore render the Web Beacons ineffective. We use Web Beacons with respect to our mobile applications as well.

Summary of information collected by us

In sum, we collect the following information from you:

- Registration information;
- Profile information;
- Information regarding your contacts with other Snagajob Members;

- Information regarding your usage of our Website;
- Information we glean from our cookies;
- Information we glean from our Web Beacons; and
- Your IP address, operating system or mobile platform, ISP or mobile provider, whichever is applicable.

How we communicate with you

As described in our [Terms of Use](#), we will communicate with you through e-mail and notices posted on our Websites, messages to your My Account inbox, mobile text messages, or through other means available to us. We may send you a series of e-mails that help inform new Members about the features of our Websites, and we will also send you service messages relating to the functioning of our Websites. We may also send you messages with promotional information directly or on behalf of our sponsors, unless you have opted out of receiving promotional information.

Many communications you initiate through our Websites (e.g., an invitation sent to a non-Member) will list your primary e-mail address and name in the header of the message. Other communications that you initiate through our Websites, like a request for an introduction, will list your name as the initiator but will not include your personal email address contact information. Your contact information will only be shared with another Member if both of you have indicated that you would like to establish contact with each other.

You can change your e-mail and contact preferences at any time by logging into your account and changing the [Settings](#) related to your communication preferences. Unfortunately, you cannot opt-out of receiving service messages from us. If we send communications to you via the carrier service with which you have a mobile communications subscription or otherwise have access, you understand you will pay any service fees associated with your receipt of messages on your mobile device (including text messaging charges).

You may unsubscribe from Snagajob emails at any time by either clicking on the "Unsubscribe" link in the footer of the email or logging into your account, clicking [Settings](#). Removing your name from the email list may take up to ten (10) days.

How we use information we collect from you

We take your privacy very seriously, and we do not sell, rent, or otherwise provide your Personal Information to third parties for marketing purposes. The only instances in which we disclose your Personal Information to third parties is as follows:

We disclose your Personal Information to companies and individuals who perform duties on our behalf, such as website hosting, marketing and customer service companies. While these companies may have access to your Personal Information in order to perform their jobs, they are prohibited from sharing your information with any other individual or company.

We will consider releasing, and may release, Personal Information to third parties to comply with valid legal requirements such as a law, regulation, search warrant, subpoena or court order. We also may release Personal Information in order to prevent a crime, for national security, to protect our rights and property and to protect the personal safety of our Members or the public.

We disclose your Personal Information to prospective employers when you apply for a job and to third parties if you consent for us to do so. In addition, if you indicate that you want to receive offers and promotions from our sponsors, we will send your Personal Information to them according to your interests and preferences. If you decide to share your contact information in this manner, you will be provided with instructions regarding how to opt out of sharing your contact information if you decide you no longer wish to do so. If your Personal Information is disclosed to a prospective employer or a third party or sponsor, the use of your information will be subject to the privacy policy of that company and we are not responsible for that company's use of your information.

We may disclose and transfer your Personal Information to a third party that acquires all or a substantial portion of our business, whether by way of merger, consolidation or purchase of all or a substantial portion of our assets. In addition, in the unlikely event that we become the subject of a voluntary or involuntary bankruptcy proceeding, we or our trustee in bankruptcy may sell, license or otherwise dispose of your Personal Information in a transaction approved by a bankruptcy court. If all or a substantial portion of our business is sold, you will be notified by e-mail or a notice posted on the Websites.

We may use information that does not allow you to be identified ("Anonymized Information") to better design our Websites and to share with our advertisers. For example, we may tell an advertiser or potential advertiser that a certain number of individuals visited a certain area on our Websites. We also might share Aggregate Information regarding the overall demographics of the users of our Websites, such as their age, sex or occupation. Depending on the circumstances, we may or may not charge advertisers for this information.

Notwithstanding anything else herein, we may partner with third party advertisers who may (themselves or through their partners) place or recognize a unique cookie on your browser. These cookies enable more customized ads, content or services to be provided to you. To trigger these cookies, we may pass an encrypted or "hashed" (non-human readable) identifier corresponding to your email address to a Web advertising partner, who may place a cookie on your computer. To opt-out of these cookies, please go to <http://www.aboutads.info/choices>.

Notwithstanding anything else in this policy, we or a data partner we have engaged may collect and store a unique identifier matched to your mobile device, in order to deliver customized ads or content while you use applications or surf the mobile web. In order to customize these ads or content, we or a data partner may connect demographic or other data about you (received from third parties) either to data you voluntarily have submitted to us, e.g., your email address, or to data passively collected from you, such as your device identifier or IP address. However, personal information may only be passed to a data partner in de-identified or in hashed, non-human readable form.

Some of our third-party partners may allow you to opt out of their targeted advertising. For more information, visit the [Network Advertising Initiative Opt-Out Page](#).

Our Websites contains links to other websites that may be of interest to you. We do not have control over these websites, however, and therefore are not responsible for their privacy policies or practices. Please make sure to review the privacy policies of these websites so that you will be familiar with them.

We offer search services to help find information and learn more about other Members, as well as employment opportunities. We use information from Member profiles to populate and refine our search engine results.

How we protect the information you give to us

We have implemented a variety of security measures to maintain the safety of your Personal Information. We keep your Personal Information on a central database on a secured network in the United States that can be accessed only by a limited number of persons who are required to keep such information confidential. We audit our network regularly for possible vulnerabilities and attacks.

By using the Website, you grant us and all other persons or entities involved in the operation of our Website the right to receive, transmit, monitor, retrieve, store and use your Personal Information, including information that may be privileged and confidential under applicable state and federal laws, in connection with the operation of our Website and our maintenance of your Personal Information.

Although we have made reasonable efforts to safeguard the confidentiality of your Personal Information, we cannot promise, and you should not expect, that your Personal Information will always stay private. There is no guarantee that information may not be accessed, disclosed, altered, or destroyed by breach of any of our physical, technical, or managerial safeguards. We also cannot guarantee that unauthorized third parties will never be able to circumvent our security measures and obtain access to your Personal Information and use it for improper purposes. As a user of the Website, you agree that you assume all risks regarding your use of the Website, transmissions made over the Internet generally, and your sharing of your Personal Information.

You are responsible, however, for taking all reasonable steps to ensure that no unauthorized person has access to your password. It is

your sole responsibility (1) to control the dissemination and use of your password; (2) to authorize, monitor and control access to your password; and (3) to promptly notify us of any need to deactivate your login, or to change your password.

Also, please note that e-mails, instant messaging, and similar means of communication with other Members of our Website are not encrypted, and we strongly advise you not to communicate any confidential information through these means.

How you can access, correct or delete your Personal Information

We are committed to providing you reasonable and practical access to your Personal Information to determine if it is accurate. You may review the Personal Information that we have collected from you by logging in, and clicking "Edit Profile." If you would like a hard copy of the Personal Information that we have collected from you, you may contact us at info@snagajob.com or info@snag.work. To protect your privacy and security, we will also take reasonable steps to verify your identity before sending your Personal Information or making corrections to it. Please be aware that even after your request for a change is processed, we may, for a time, retain residual information about you in our backup and/or archival copies of our database.

While we have developed default settings for Member accounts that most Members desire, we encourage you to review your account [Settings](#) and adjust them according to your preferences.

You may opt out of or discontinue receiving communications from us by logging in, clicking [Settings](#), and deselecting the corresponding checkboxes before clicking the "Submit" button. If you no longer wish to use our Websites, we will, upon request, remove your account and Profile Information from our records. In order to do so, please contact us at info@snagajob.com or info@snag.work with your username, password and email address. The removal process may take up to ten (10) days.

If you decide to close your account with us, we will remove your name and other Personal Information from our publicly viewable database. If you close your account, we have no obligation to retain your information, and may delete any or all of your account information without liability. However, we may retain certain data contributed by you if we believe it may be necessary to prevent fraud or future abuse, or for legitimate business purposes, such as analysis of aggregated, non-personally identifiable data, account recovery, or if required by law. We may also retain and use your information if necessary to provide our Website services to other Members. We disclaim any liability in relation to the deletion or retention (subject to the terms herein) of information or any obligation not to delete the information. We do not control when search engines update their caches, which may contain certain public profile information that has since been removed from our publicly viewable database.

If we learn that a Member is deceased, we may close such Member's account. In those cases we may restrict profile access, remove messaging functionality, and close an account if we receive a formal request from the Member's next of kin or other proper legal request to do so.

Your obligations to us and to other Members

As a Member, you have certain obligations to other Members. Those obligations include the following:

1. You must, at all times, abide by the terms and conditions of the then-current [Privacy Policy](#) and [Terms of Use](#). This includes respecting all intellectual property rights that may belong to third parties.
2. You must keep your username and password confidential and not share it with others.
3. Any violation of these guidelines may lead to the restriction, suspension or termination of your account at our sole discretion.

Do Not Track Signals

Some Internet browsers may be configured to send 'Do Not Track' signals to the online services that you visit. We currently do not respond to "Do Not Track" or similar signals. To find out more about 'Do Not Track,' please visit <http://www.allaboutdnt.com>.

SMS/Text Program Terms and Conditions

[Snagajob Info Alerts Terms](#)

[Snag Work Shift Alert Terms](#)

How to contact us

Should you have other questions or concerns about this Privacy Policy, or any comments, concerns or general feedback, please do not hesitate to contact us by sending us an email from [this page](#) or <http://snag.work/contact-us/>, or at the following:

www.snagajob.com

1-866-227-0466

4851 Lake Brook Drive

Glen Allen, VA 23060

How we announce changes to our Privacy Policy

We may update this Privacy Policy at any time, with or without advance notice. If we change our Privacy Policy, we will post the changes to our Websites, and may alert you to such change via e-mail, as described above. Your use of the Websites constitutes acceptance of this Privacy Policy, and your continued usage of our Websites after such changes are posted constitutes acceptance of such revised Privacy Policy. Unless stated otherwise, our current Privacy Policy applies to all information that we have about you and your account that we have collected from you by means of our Websites.