

## **Notice of Right to Opt Out**

Depending on your state of residence, your state's laws may provide you with certain rights to opt out of the "sale" of your personal information or the "sharing" of your personal information for targeted advertising or "cross-context behavioral advertising" (as those terms are defined in applicable law). Additional information about these opt-out rights is available in the "Your Rights and Choices" section of our [Privacy Policy](#) and [California Privacy Notice](#).

### **Online Advertising Opt Outs**

We may provide personal information to third-party advertising providers for targeted advertising purposes, so that we can provide you with more relevant and tailored ads regarding our services, or use analytics partners to assist us in analyzing use of our services and our user/customer base. The disclosure of your personal information to these third parties to assist us in providing these services may be considered a "sale" of personal information under applicable law, or the "sharing" of personal information for targeted advertising purposes.

The Digital Advertising Alliance ("DAA") and the Network Advertising Initiative ("NAI") offer tools to provide consumers with choices as to whether participating third parties can use your information to provide targeted advertising. To opt out of sharing your information with such participating third parties for targeted advertising, please use the following tools:

For websites: the DAA WebChoices Tool, available at <http://optout.aboutads.info/?c=2{=EN>, and the NAI Consumer Opt-Out Tool, available at <http://optout.networkadvertising.org/?c=1>. For mobile applications: the DAA AppChoices Tool, available at <http://www.aboutads.info/appchoices>.

### **Mobile Ad Settings**

If you no longer wish to receive interest-based advertising on your mobile applications, please refer to your device's operating system settings. Information on "limit ad tracking" settings for many common operating systems is available on NAI's Mobile Choices page: <https://www.networkadvertising.org/mobile-choice>.

### **Facebook Ad Preferences**

Facebook offers settings that may control what information Facebook uses about you or your device activity for advertising purposes. Login to Facebook and go to Settings > Ads > Ad Settings (web) or Ad Preferences > Ad Settings (app) for more information.

### **Please Note:**

- The opt-outs described above are device- and browser-based. Because the information being shared relates to your device ID and/or browser ID, you must opt out on each device and each browser where you want your choice to apply.
- Opt-outs may be stored via cookies. If you clear cookies, your opt-out will no longer be valid and you must opt out again where you want your choices to apply.
- We do not maintain or control the opt-out mechanisms and settings above and is not responsible for their operation.
- Exercising these choices does not prevent us from delivering contextual advertising, conducting cross-device tracking for us to serve you first-party ads directly, or using information for non-targeted advertising purposes, such as attribution and analytics.
- We may also still share some personal information with our partners to help us perform functions such as measuring ad effectiveness, controlling how many times you see an ad, determining ad performance, providing and securing ad, providing aggregate statistics and analytics, and/or reducing ad fraud. In such instances, these partners will act as our services providers.

The above choices will not opt you out of the use of previously collected and shared information or all interest-based advertising (such as that conducted on other sites).

### **Other Disclosures**

If you do not want us to disclose your information to our Employers and other third parties when such disclosure constitutes a “sale” or “sharing” for purposes of targeted advertising (under applicable law), please submit a request by emailing [privacyoptout@snagajob.com](mailto:privacyoptout@snagajob.com) or going to [this form](#). Depending on your jurisdiction, you may be permitted to designate an authorized agent to submit such requests on your behalf.

*Please be aware: if you submit a request, your profile information may still be visible to Employers on Snagajob’s network who are searching for eligible job applicants or the public at large in accordance with your profile settings. You can adjust your profile settings by visiting [this page](#).*