

# Jobatory

## Privacy Policy

Effective Date: **January 29, 2023**

This privacy policy (the “**Privacy Policy**”) describes the types of Personal Data Jobatory LLC (“**Jobatory**,” “**we**,” “**us**,” or “**our**”) may collect from all visitors, customers, and Subscribers (“**User**,” “**you**,” or “**your**”) or that you may provide to us when accessing and using the Site or the Subscription Services (collectively, the Site and the Subscription Services, the “**Services**”).

**Please read this Privacy Policy carefully before accessing and using the Services to understand our policies and procedures regarding your Personal Data and how we will treat it.**

Capitalized terms not otherwise defined herein have the meaning set forth in our [Subscriber Terms of Service](#) and/or our [Website Terms of Use](#), which are hereby incorporated by reference.

When you use the Services, we process your Personal Data as a processor under the direction of our Subscribers. Our Subscribers, as data controllers, are responsible for complying with any regulations or laws that require providing notice, disclosure, and/or obtaining consent prior to collecting their customers’ Personal Data using the Services. Please see our [Data Processing Agreement](#) for more information.

### Acceptance

By accessing and using our Services, you agree to the collection and use of your Personal Data in accordance with this Privacy Policy. If you do not agree with our policies and procedures, please do not use the Services.

### Updates

We reserve the right to modify this Privacy Policy at any time by posting an updated Privacy Policy on the Site. If we make changes, we will notify you by revising the date at the top of the policy. If we make any material changes, we may provide you with a notice on the Services, and we may also, at our sole discretion, provide active Subscribers with an email notice of those changes. You are responsible for regularly reviewing this Privacy Policy, and your continued use of the Services after we make changes is deemed to be acceptance of the updated Privacy Policy. If any modification is unacceptable to you, you shall cease using the Services. If you have any questions about this Privacy Policy, or if you wish to exercise any of your rights under this Privacy Policy, you may contact us at [help@jobatory.com](mailto:help@jobatory.com).

## 1. Personal Data We Collect About You

In order to provide the Services, we may collect Personal Data from you. “**Personal Data**” means any information relating to an identified or identifiable natural person; an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

Jobatory collects Personal Data from the following categories of sources: (a) directly from you; (b) indirectly/automatically from you; (c) from our Subscribers using the Services; and (d) third parties.

### 1.1. Personal Data We Collect Directly From You

While you are accessing or using our Services, we may ask you to provide us with certain Personal Data about you that is necessary to provide you with our Services, and you may also choose to provide us with additional Personal Data.

You may also provide us with information about you at the time of subscribing to our Services, providing Feedback, or requesting customer support, which may include the following:

1.1.1. **Contact information:** first and last name, email address, billing address, mailing address, business address, and telephone number;

1.1.2. **Personal Data:** name, address, and telephone number;

- 1.1.3. **Business information:** business name and address;
- 1.1.4. **Payment information:** our third-party Payment Processor may also collect your credit card information and provide us with your name, type of service purchased, the date and time of the transaction;
- 1.1.5. **Account information:** username and password, display name, account activity, and other files you record or upload to your account;
- 1.1.6. **Mobile Device Information:** we may access and receive information that you provide us access to;
- 1.1.7. **Communication information:** any content of any communications you send and/or receive through the Services or through other communication, such as email, to or from us;
- 1.1.8. **Customer Testimonials:** any customer testimonials and comments on our Services, which you provide us through consent; and
- 1.1.9. **Feedback and Support:** information you provide through our customer service helpdesk, including subjects, descriptions, request type, and attachments.

***We will not ask or require you to provide sensitive information such as information related to your finances, health, marital status, or any other information not required to provide the Services. We will not ask for, and you should not provide us with, information regarding protected classifications, including: race, color, religion, national origin, age, sex/gender, gender identity, sexual orientation, marital status, medical condition, and disability information (as described under the appropriate state or federal law).***

## **1.2. Information We Automatically Collect From You**

While you are accessing and using our Services, we may automatically collect certain information from you. This information may include, but is not limited to:

- 1.2.1. Your device's internet protocol address (e.g. IP address), browser type and version;
- 1.2.2. Access date and time, pages of our Services that you visit and the time spent on those pages, and other actions while using the Services;
- 1.2.3. Geolocation data, such as the precise or approximate location determined from your IP address;
- 1.2.4. When you access the Services by or through a mobile device, we may collect certain information automatically, including, but not limited to, the type of mobile device you use, your mobile device unique ID, the IP address of your mobile device, your mobile operating system, the type of mobile Internet browser you use, unique device identifiers and other diagnostic data;
- 1.2.5. Information about the device you use to access our Services, including the hardware model, the type of mobile you use, operating system and version, unique device identifiers, cookie data;
- 1.2.6. Other diagnostic data.

The information we automatically collect from you is only statistical data and does not include Personal Data, but we may maintain it or associate it with Personal Data we collect in other ways to help us improve our Services and deliver a better and more personalized service. We use these technologies for a number of purposes, including enabling you to use the Services, facilitate the functioning of and your access to the Services, better understanding how you navigate through the Services, and detecting and preventing fraud.

The technologies we may use for this automatic data collection may include:

**Cookies (or browser cookies).** Cookies are small files placed on your computer's hard drive when you access certain websites that record your preferences. We use cookies to track the use of and improve our Services.

**Flash Cookies.** Certain features of our Services may use local stored objects (or Flash Cookies) to collect and store information about your preferences and/or your activity on our Services.

**Web Beacons.** Certain sections of our Services and our emails may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, or single-pixel gifs) that permit us to determine whether you performed a specific action, for example, if you visited our Services or opened an email.

## **1.3. Third-Party Use of Cookies**

Some content or applications on the Services are served by third-parties, including payment processors and content and application providers. These third parties may use cookies, web beacons, or other tracking technologies to collect information about you when you access or use our Services. The information they collect may be associated with your Personal Data, and/or they may collect information related to your online activities over time and across different websites and other online services. They may use this information to provide you with interest-based (behavioral) advertising or other targeted content. We do not control these third-parties' tracking technologies or how they may be used. If you have any questions about an advertisement or other targeted content, you should contact the responsible provider directly. For more information about how to opt out of receiving targeted advertising from many providers, see the [Network Advertising Initiative's opt-out page](#) and [Google Ads setting page](#).

**Google Analytics.** Google Analytics is a web analytics service offered by Google that tracks and reports website traffic. We use Google Analytics as a third-party tracking service, but we don't use it to track you individually or collect your Personal Data. We use Google Analytics to collect information about how our Site performs and how our users navigate through and use the Site. This information helps us evaluate our users' use of the Site and improve our Site performance.

Google Analytics gathers non-personally identifying information over time, such as your IP address, browser type, internet service provider, referring and exit pages, timestamp, and similar data about your site use. We do not link this information to any of your Personal Data, such as your username. Google provides further information about its own privacy practices and offers a browser add-on to opt out of Google Analytics tracking. You can access Google Analytics' privacy policy [here](#).

#### **1.4. Personal Data We Collect from Our Subscribers**

If you are a customer of a subscriber of our services, the subscriber may collect your Personal Data while using our Services. The Personal Data requested and collected by Subscribers may include such Personal Data as first and last name, email address, physical address, phone number, or other information about you. We call the information that our Subscribers submit or collect via the Services 'Customer Data' under our Subscriber Terms of Service.

We do not control the types of Personal Data that our Subscribers may choose to collect or manage using the Services. We may store Customer Data on our service providers' servers but process it as a processor under our Subscribers' instructions and in accordance with our Subscriber Terms of Service and Data Processing Agreement, which prohibit us from using the information except as necessary to provide and improve our Services and as required by law.

Our Subscribers control and are responsible for correcting, deleting, or updating the Personal Data they process using the Services and for complying with any regulations or laws that require providing notice, disclosure, and/or obtaining consent before transferring the Personal Data to us for processing purposes.

#### **1.5. Personal Data We Collect from Third Parties**

We may collect Personal Data about you from other sources, including but not limited to (i) Third-Party Services that you use to link or connect with our Services; (ii) service providers, advertising networks, and other third parties that, to the extent permitted by applicable law, provide us with additional information about you.

The information we collect from Third-Party Services may include your username, account name, email address, phone number, business name, physical address, and other information used to connect such Third-Party Services with our Services.

## **2. How We Use Your Personal Data**

We use the Personal Data you provide or we collect:

- 2.1.** To present our Services to you;
- 2.2.** To provide and maintain the functionality of the Services, including to monitor the usage of our Site and our Services;
- 2.3.** To notify you about changes to our Site or Services;
- 2.4.** To allow you to participate in interactive features of our Services when you choose to do so;
- 2.5.** To provide customer support;
- 2.6.** To create and manage your Jobatory account;
- 2.7.** To allow you to log into the Services;
- 2.8.** To process payments for Subscription Services you order through the Services;
- 2.9.** To provide you with news, special offers, and general information about other goods, services, and events that we offer that are similar to those you have already purchased or enquired about, unless you have opted not to receive such information;

- 2.10. For our internal business purposes, such as data analysis, audits, and so forth;
- 2.11. To gather analysis or valuable information so that we can improve our Services;
- 2.12. To fulfill our obligations and enforce our rights arising from any contracts you entered with us;
- 2.13. To monitor the usage of our Site and our Services;
- 2.14. To detect security incidents and protect against deceptive, illegal, or unauthorized activities;
- 2.15. To comply with the law;
- 2.16. To evaluate and/or conduct a divestiture, restructuring, dissolution, merger, or other transfer or sale of some or all of our assets;
- 2.17. In any other way we may describe when you provide the information; and
- 2.18. For any other purpose with your consent.

### 3. How We Share and Disclose Your Personal Data

Where permissible under applicable law, we may share your information in the following situations:

- 3.1. **With Service Providers.** We may share your Personal Data with service providers, contractors, and other third parties we use to support our business and who are bound by contractual obligations to keep Personal Data confidential and use it only for the purposes we disclose it to them.
- 3.2. **With Business Partners.** We may share your Personal Data with our business partners to offer you certain products, services, or promotions, and they are bound by contractual obligations to keep Personal Data confidential and use it only for the purposes for which we disclose it to them.
- 3.3. **With Other Users.** When you interact in public areas with other users, such Personal Data may be viewed by all users and may be publicly distributed. If you are a Customer, we may also receive Personal Data when you contact a Subscriber through the Services.
- 3.4. **For Business Transfers.** We may share or transfer your Personal Data in connection with, or during negotiations of, any merger, sale of company assets, financing, or acquisition of all or a portion of our business to another company.
- 3.5. **As Aggregated Information.** We may disclose aggregated information about our users and information that does not identify any individual to our advertisers, business partners, or any other third party.
- 3.6. **To Enforce Our Agreement.** We may disclose your Personal Data to enforce and administer our agreements, including our Website Terms of Use and our Subscriber Terms of Service.
- 3.7. **To Protect Our Rights.** We may disclose your Personal Data to protect the rights, property, or personal safety of our company, its employees, its members, and the public.
- 3.8. **For Legal Compliance.** We may disclose your Personal Data to comply with the law, a court order, or legal process, including to respond to (a) notices of intellectual property infringement, (b) claims that Customer Data violates the rights of third parties, (c) government or regulatory request, and/or (d) investigate the use of or respond to alleged violations or infringement of third-party content.
- 3.9. **With Your Consent.** We may disclose your Personal Data for any other purpose with your consent.

### 4. How We Secure Your Personal Data

We use commercially reasonable technical safeguards to secure any Personal Data we collect about you. The secure server software ("SSL") encrypts all information you input before sending it to us. In addition, your Jobatory account information is password-protected for your privacy and security. You should always take steps to protect the confidentiality of the password you select. You need to protect yourself against unauthorized access to your password and to your computer. Be sure to sign off when you finish using a shared computer.

The security of your Personal Data is important to us, but remember that no method of transmission over the Internet or method of electronic storage is 100% secure. While we strive to use commercially acceptable means to protect your Personal Data, we cannot guarantee its absolute security. If you have any questions about our services' security, you can contact us at [help@jobatory.com](mailto:help@jobatory.com).

For more information about how we protect Customer Data processed through our Services, please see our Data Processing Agreement.

### 5. How You Can Manage Your Personal Data

You may correct, amend, or delete the information we hold about you. Most of your account information can be changed in the "My Account" section of the Services. After receiving proof of your identity, you may request that we delete or change any or all of your Personal Data (subject to certain exceptions), and we will do our best to respond to your request within thirty (30) days of receipt. You are responsible for keeping your Personal Data up to date.

## **6. Retention of Your Personal Data**

We may retain your Personal Data for as long as your account is active or as needed to provide you with the Services. We will also retain and use your Personal Data as necessary to comply with our legal obligations, resolve disputes, and enforce our agreements.

We will also retain statistical data for internal analysis purposes for any period of time as we choose, unless we are legally obligated to retain this data for longer periods

## **7. Consent to Processing of Your Personal Data in the United States**

Please be aware that your Personal Data may be processed by us (and third parties on our behalf as further described in this Privacy Policy) outside of your home country, including to the United States, where data protection and privacy regulations may not offer the same level of protection as privacy laws in your country. If you create a Jobatory account with us, you agree to this Privacy Policy, and you consent to the transfer of all information you provide to us in the United States.

For more information about where we process Customer Data and our legal basis for processing and storing Customer Data in the United States or elsewhere, see our Data Processing Agreement.

## **8. Opting-Out of Personalized Ads**

You may choose to opt out of receiving emails and newsletters from us and delete, disable, and manage browser cookies and flash cookies.

**8.1. Marketing Emails Opt-Out.** If you no longer want to receive marketing emails from us, you may click the "Unsubscribe" link in an email, follow the instructions provided in any email we send, or contact us at [help@jobatory.com](mailto:help@jobatory.com).

**8.2. Tracking Opt-Out.** You can opt out of accepting cookies (or browser cookies) by activating the appropriate setting on your browser, or you can set your browser to alert you when cookies are being sent. However, if you disable or refuse, you may not be able to access and use some parts of our Services. Flash Cookies are not managed by the same browser settings as those used for Browser Cookies; for more information on how to manage Flash cookies, please visit [Adobe's Flash player settings page](#).

## **9. Third-Party Websites**

We may provide links to third-party websites within the Services, but this Privacy Policy does not apply when you access third-party websites directly from the Services. Please note that we have no control or responsibility over their data collection, use, or disclosure practices. You will be subject to their privacy policies when you click on links that take you to external websites. If you access and transmit information to third-party websites, you do so at your own risk. You should carefully review the privacy policy of any third-party website you visit before using it or disclosing your Personal Data to its provider.

## **10. Collection of Payment Information**

We use a third-party Payment Processor for processing payments and any other fees applicable to your use of the Services. Our current Payment Processor, Stripe, collects all necessary payment information, and we will not store or collect your payment card details. Payment information will be provided by you directly to our Payment Processor, whose use of your Personal Data is governed by their privacy policy. For more information about Stripe's privacy policy, please visit the [Stripe website](#).

## **11. Personal Data of Minors**

The Services is intended for individuals 18 or older. If you are under the age of 18, you may not use the Services nor have a Jobatory account. We do not knowingly collect information from or direct any of our content specifically to children under 18. If we learn or have reason to suspect that you are a User under 18, we will have to close your account. If you believe we might have any information from or about a child under 18, please contact us at [help@jobatory.com](mailto:help@jobatory.com).

## **12. Supplemental Notice to California Residents**

Users of the Services that reside in California may have additional rights afforded to them under California privacy laws (defined below).

### **12.1. Additional Definitions Applicable to California Privacy Laws**

"CCPA" or "California Consumer Privacy Act" means California Civil Code § 1798.100 et seq.

"Consumer," "Business," "Sell," and "Service Provider" will have the meanings given to them in the CCPA.

"Personal information" is information that identifies, relates to, or could reasonably be linked with you or your household. For example, it could include your name, social security number, email address, records of products purchased, internet browsing history, geolocation data, fingerprints, and inferences from other personal information that could create a profile about your preferences and characteristics.

**12.2. California Consumer Privacy Act ("CCPA")**

12.2.1. **Your Rights.** If the processing of your Personal Information is subject to the CCPA, you have the right to:

- 12.2.1.1. Request us to disclose the categories and specific pieces of Personal Information we collect, use, disclose, and sell;
- 12.2.1.2. Know the categories of Personal Information that we collect and the purposes for which we collected or used such Personal Information and whether that information is sold or shared;
- 12.2.1.3. Know the categories of sources from which the Personal Information was collected;
- 12.2.1.4. Know the categories of third parties with whom we shared or to whom we sell your Personal Information;
- 12.2.1.5. Know whether we collected or sold your Personal Information for business or commercial purposes;
- 12.2.1.6. Request deletion of Personal Information we collected from you, subject to certain exceptions;
- 12.2.1.7. Opt-out of the sale of their Personal Information; and
- 12.2.1.8. Not receive discriminatory treatment by us for exercising their rights set out in the CCPA.

**12.2.2. Categories of Personal Information Collected by Us**

For information about what categories of Personal Information we may collect from our Users in the twelve (12) months preceding the date this Privacy Policy was last modified, the sources of such information, the purposes for collecting and using that information and what types of third-party service provider we may share that information with please see the following sections in this Privacy Policy titled: "Personal Data We Collect About You"; "How We Use Your Personal Data;" and "How We Share and Disclose Your Personal Data." For more information about how to review and change your Personal Data collected through the Services, please see the section titled "How You Can Manage Your Personal Data."

**12.2.3. Categories of Personal Information Disclosed for a Business Purpose**

The following is a summary of the categories of Personal Information we have disclosed for a business or commercial purpose in the 12 months preceding the date this Privacy Policy was last modified.

<b>Categories of Personal Information we collect include:</b>	<b>Parties with whom each category of Personal Information may be shared include:</b>
Identifiers: Real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, or other similar identifiers.	Service providers, payment processors, our Affiliates, our business partners, third-party vendors to whom you or your agents authorize us to disclose your Personal Information in connection with our Services, and other users of the Services where you consent to display your Personal Information publicly.
Categories of Personal Information described in California Civil Code §1798.80(e): Name, mailing address, billing address, and telephone number.	Service providers, payment processors, our Affiliates, our business partners, third-party vendors to whom you or your agents authorize us to disclose your Personal Information in connection with our Services, and other users of the Services where you consent to display your Personal Information publicly.
Financial Information: billing address, bank account number, credit card number, debit card number, or any other financial information.	Payment Processors, our Affiliates, and our business partners to whom you or your agents authorize us to disclose your Personal Information in connection with our Services.

Commercial Information: Records and history of Subscription Services purchased, obtained or considered, or other purchasing consuming histories or tendencies.	Service providers, payment processors, our Affiliates, our business partners, and third-party vendors to whom you or your agents authorize us to disclose your Personal Information in connection with our Services.
Internet and other similar network activity.	Service providers, payment processors, our Affiliates, our business partners, and third-party vendors to whom you or your agents authorize us to disclose your Personal Information in connection with our Services.

Such categories of Personal Information may be collected, used or disclosed for business and commercial purposes, which may include the following examples:

- 12.2.3.1. To operate and improve our Services;
- 12.2.3.2. To provide you with our Services, respond to your inquiries, and give you the necessary support;
- 12.2.3.3. To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations;
- 12.2.3.4. As described to you when collecting your Personal Information or as otherwise set forth in the CCPA;
- 12.2.3.5. For internal administrative and auditing purposes; and
- 12.2.3.6. To detect security incidents and protect against malicious, deceptive, fraudulent, or illegal activity, including, when necessary, to prosecute those responsible for such activities.

**12.3. Do Not Sell My Personal Information**

As a California consumer, you have the right to opt out of the sale of your Personal Information. To make such a request, please contact us by email at [help@jobatory.com](mailto:help@jobatory.com).

In the past 12 months, we have not sold your Personal Information other than to utilize Google Analytics in order to gain insights regarding how users interact with the Services and to better provide the Services. See the heading titled "Google Analytics" of this Privacy Policy for more information about our use of Google Analytics and the categories of Personal Data collected by Google Analytics.

**12.4. Minors**

Our Services is intended for individuals at the age of 18 years old or older. If you are under the age of 18 and registered with our Services, you have the right to request and obtain removal of content or information you have publicly posted, under the California Business and Professions Code Section 22581. Be aware that your request does not guarantee complete or comprehensive removal of content or information posted online as the law may not permit or require removal in certain circumstances.

**12.5. Do not Track Features**

California law requires us to let you know how we respond to web browser Do Not Track (DNT) signals. However, at this stage there is no uniform technology standard for recognizing and implementing DNT signals. As such, we do not currently respond to or support DNT browser signals or any other mechanism that automatically communicates your choice not to be tracked online.

**12.6. California’s Shine the Light Law**

Under California's Shine the Light Law, California Consumers may request the type of Personal Information we disclosed to third parties for their direct marketing purposes and a list of those third parties (if any). We have not disclosed Personal Information to third parties for direct marketing purposes.

To make any requests regarding your California Privacy Rights please contact us by email at [help@jobatory.com](mailto:help@jobatory.com).

**Contact Information**

If you have any questions or complaints about this Privacy Policy or our handling of your Personal Data, please contact us at [help@jobatory.com](mailto:help@jobatory.com).