

## **WORCKET PRIVACY POLICY**

This Privacy Policy applies only to information that you provide to us through the Site and/or any of our Apps, whether by way of a mobile internet device or a computer. We may update this Privacy Policy from time to time to reflect changes to our information practices. If we make any material changes we will notify you by email (sent to the e-mail address specified in your Worcket.com Account) or by means of a notice on the Site or Apps prior to the change becoming effective. We encourage you to periodically review this page for the latest information on our privacy practices. Unless otherwise defined in this Privacy Policy, terms used in this Privacy Policy have the same meanings as in our Terms & Conditions of Use (<http://www.Worcket.com/Privacy>). For purposes of this Privacy Policy, the terms “using” and “processing” information include using cookies on a computer or mobile internet device, subjecting the information to statistical or other analysis and using or handling information in any way, including, but not limited to collecting, storing, evaluating, modifying, deleting, using, combining, disclosing and transferring information within our organization or among our affiliates, and to our associates, within the United States or internationally.

(a) **International Transfer.** YOUR INFORMATION MAY BE TRANSFERRED TO –AND MAINTAINED ON– COMPUTERS / SERVERS LOCATED OUTSIDE OF YOUR STATE, PROVINCE, COUNTRY OR OTHER GOVERNMENTAL JURISDICTION WHERE THE PRIVACY LAWS MAY NOT BE AS PROTECTIVE AS THOSE IN YOUR JURISDICTION. YOUR CONSENT TO THIS PRIVACY POLICY FOLLOWED BY YOUR SUBMISSION OF SUCH INFORMATION REPRESENTS YOUR AGREEMENT TO THAT TRANSFER.

(b) **Information Collection and Use.** Our primary goals in collecting information are to provide and improve our Site, our Apps, Services, features and content, to administer your use of the Site and any future or related Apps (together, the “Service”) and to enable users to enjoy and easily navigate the Site. Notwithstanding, we may share aggregated anonymous information that does not identify you personally with third parties, such as universities and employers, for industry analysis, demographic profiling, sales and marketing and other purposes.

(c) **Personally Identifiable Information.** When you register with us through the Site or Apps and become a User we will ask you for personally identifiable information. This refers to information about you that can be used to contact or identify you (“Identity Information”). Identity Information includes, but is not limited to, your name, phone number, email address, , and home postal address, but does not include your credit card number or billing information. In order to process some of your transactions through the Site and Apps, we may also ask for your credit card number and other billing information (“Billing Information”) (Identity Information and Billing Information together, “Personal Identifying Information”). Some Personal Identifying Information is required, like your name and email address, and other Personal Identifying Information is optional. We use your Personal Identifying Information to provide the Service and administer your inquiries. We collect Personal Identifying Information in connection with your registration for a Worcket Account.

We also collect the other information that you provide as part of registration and

the administration and personalization of your Worcket Account profile (e.g., without limitation, your zip code (independently of Personal Identifying Information) and individual preferences or demographic information) (“Non-Identifying Information”). We use your Personal Identifying Information (in some cases, in conjunction with your Non-Identifying Information) mainly to provide the Service, to help you use the site and administer your inquiries.

Certain Non-Identifying Information would be considered a part of your Personal Identifying Information if it were combined with other identifiers (for example, combining your zip code with your street address) in a way that enables you to be identified. But the same pieces of information are considered Non-Identifying Information when they are taken alone or combined only with other non-identifying information (for example, your demographic information). We may combine your Personal Identifying Information with Non-Identifying Information and aggregate it with information collected from other Worcket.com Users to attempt to provide you with a better experience, to improve the quality and value of the Service and to analyze and understand how our Site, Apps and Service are used. We may also use the combined information without aggregating it to serve you specifically, for instance to inform you of a product based on your preferences or restrictions.

We also use your Personal Identifying Information to contact you with Worcket newsletters, marketing or promotional materials and other information that may be of interest to you. If you decide at any time that you no longer wish to receive such communications from us, please follow the unsubscribe instructions provided in any of the communications. Please note that we may also use your Personal Identifying Information to contact you with information related to your use of the Service; you may not opt out of these notifications.

(d) **Log Data.** When you visit the Site and Apps, our servers automatically record information that your browser and computer or mobile internet device sends whenever you visit a Site (“Log Data”). This Log Data may include information such as your computer’s or mobile internet device’s Internet Protocol (“IP”) address, your location, the type of device or computer used to access the Site or Apps, your browser type or the webpage you were visiting before you came to our Site, pages of our Site that you visit, the time spent on those pages, information you search for on our Site, access times and dates, and other statistics. We use this information to monitor and analyze use of the Site, Apps and Services and for the Site’s technical administration, to increase our Site’s functionality and user-friendliness, and to better tailor our Site to our visitors’ needs. We also use this information to verify that visitors to the Site meet the criteria required to process their requests. We do not treat Log Data as Personal Identifying Information or use it in association with other Personal Identifying Information, though we may aggregate, analyze and evaluate such information for the same purposes as stated above regarding other Non-Identifying Information.

(e) **Cookies.** Like many websites, we use “cookies” to collect information. A cookie is a small data file that we transfer to your computer’s mobile internet device’s hard disk or memory storage for record-keeping purposes. We use cookies for two purposes. First, we utilize persistent cookies to save your login information for future logins to the Site. Second, we utilize session ID cookies to enable certain features of the

Site, to better understand how you interact with the Site and to monitor aggregate usage by Worcket.com Users and web traffic routing on the Site. Unlike persistent cookies, session cookies are deleted from your computer or mobile internet device when you log off from the Site and Service and then close your browser. Third party advertisers on the Site may also place or read cookies on your browser. You can instruct your browser, by changing its options, to stop accepting cookies or to prompt you before accepting a cookie from the websites you visit. If you do not accept cookies, you may not be able to use all portions of the Site or all functionality of the Service.

(f) **Web Beacons.** Our Site and Apps may contain electronic images known as Web beacons (sometimes called single-pixel gifs) and are used along with cookies to compile aggregated statistics to analyze how our Site and Apps are used and may be used in some of our emails to let us know which emails and links have been opened by recipients. This allows us to gauge the effectiveness of our customer communications and marketing campaigns.

(h) **Phishing.** Identity theft and the practice currently known as “phishing” are of great concern to Worcket. Safeguarding information to help protect you from identity theft is a top priority. We do not and will not, at any time, request your credit card information, your Worcket.com Account User ID, login password, or identification numbers in a non-secure or unsolicited e-mail or telephone communication. For more information about phishing, visit the Federal Trade Commission’s Site at <http://www.ftc.gov>.

(i) **Information Sharing and Disclosure – Overview.** The Site, the Apps and the Service can be used to facilitate the Hiring Processes and Candidates’ engagements with Hirers via the Site, Apps and Services. Candidates’ and Hirers’ Profiles and Personal Information not specifically indicated as private, including any ratings and reviews, may be visible to any Worcket.com User.

(j) **Worcket.com User Profiles.** When you create an account with Worcket (a “Worcket Account”), we will set up a Worcket Account profile in our App and Web Site for you, which will be visible on the Site and our Apps. In connection with your Worcket Account profile, you may voluntarily provide us with Personal Information such as your first and last name and – including, but not limited to, a personal “video-resume”, a profile picture background employment and educational information, a biography and any performance reviews you have received from previous employers (together, your “Profile Information”). We will display your Profile Information in your Worcket Account profile page publicly via the Site and Apps. Any information you choose to provide as part of your Profile Information, unless you indicate otherwise, may be publicly visible to all Worcket Users and consequently should reflect how much you want other Worcket.com Users to know about you. We recommend that you guard your anonymity and sensitive information and we encourage members to think carefully about what information about themselves they disclose in their profile pages. You can review and revise your Profile Information at any time. You cannot revise rankings or performance reviews submitted by a Hirer, although the Site and/or the Apps may, in Worcket’s sole discretion, give you the opportunity to “hide” any such rankings or reviews linked to your profile.

(k) **Aggregated Information and Non-Identifying Information.** We may share or sell aggregated information that does not include Personal Identifying Information and we may otherwise disclose Non-Identifying Information and Log Data with third parties, such as universities, for industry analysis, demographic profiling and other purposes, such as advertising or pitching the use of our Services to potential employers of Worcket Candidates. Any aggregated information shared in these contexts will not contain your Personal Identifying Information.

(l) **Service Providers.** We may employ third party companies and individuals to facilitate our Services, to provide the Services on our behalf, to perform Site-related services (e.g., without limitation, maintenance services, database management, web analytics, fraud detection services relating to the activity of Worcket.com Users and improvement of the Site's features) or to assist us in analyzing how our Site, Apps and Service are used. These third parties may have access to your Personal Identifying Information; if they do, this access is only so that they may perform these tasks on our behalf and they are obligated not to disclose or use it for any other purpose. We may also provide Personal Identifying Information to our business partners or other trusted entities for the purpose of providing you with information on goods or services we believe will be of interest to you. You can, at any time, opt out of receiving such communications. Third party vendors, including Google, use cookies to serve ads based on an Worcket.com User's prior visits to Worcket.com. You can disable these specific cookies that track prior visits for the sake of follow-up advertising by opting out at [www.google.com/privacy\\_ads.html](http://www.google.com/privacy_ads.html).

(m) **Compliance with Laws and Law Enforcement; Guarantee Program.** Worcket cooperates with government and law enforcement officials and private parties to enforce and comply with the law. We will disclose any information about you to government or law enforcement officials or private parties as we, in our sole discretion, believe necessary or appropriate to respond to claims and legal process (including but not limited to subpoenas), to protect the property and rights of Worcket or a third party, to protect the safety of the public or any person, or to prevent or stop activity we may consider to be, or to pose a risk of being, any illegal, unethical or legally actionable activity. We will disclose any information about you to government or law enforcement officials and to our insurance services providers as we, in our sole discretion, believe necessary or appropriate to protect the property and rights of Worcket or a third party, to protect the safety of the public or any person, or to prevent or stop activity we may consider to be, or to pose a risk of being, illegal, unethical or legally actionable activity.

(n) **Business Transfers.** Worcket may sell, transfer or otherwise share some or all of its assets, including your Personal Identifying Information, in connection with a merger, acquisition, reorganization or sale of assets or in the event of bankruptcy.

(o) **Changing or Deleting Your Information.** All Members may review, update, correct or delete the Personal Identifying Information in their registration profile by editing the relevant part of their profile. Users may contact us at [Worcketinfo@Worcket.com](mailto:Worcketinfo@Worcket.com) regarding any questions, comments or concerns as to their personal information and their profile. If you would like us to cancel your Worcket.com Account, please contact us or select the "Cancel Account" feature of the Service and we will attempt to accommodate your request if we do not have any legal obligation or a

legitimate business reason to retain the information contained in your Worcket.com Account. Please note that, if you cancel your Worcket.com Account, any reviews you have posted via the Site and Apps may remain publicly viewable via the Site and Apps. We may store aggregated data and Non-Identifying Information indefinitely to improve our Services via machine learning processes. Please see below for privacy contact information.

(p) **Security.** Worcket is very concerned with safeguarding your information. When you enter sensitive information (such as a credit card number) on our registration or order forms, we encrypt that information. We follow generally accepted industry standards to protect the Personal Identifying Information submitted to us, both during transmission and once we receive it. No method of transmission over the Internet, or method of electronic storage, is 100% secure, however. Therefore, we cannot guarantee its absolute security. If you have any questions about security on our Site, you can contact us. We will make any legally required disclosures of any breach of the security, confidentiality, or integrity of your unencrypted electronically stored “personal data” (as defined in applicable law on security breach notification) to you via email or conspicuous posting on the Site in the most expedient time possible and without unreasonable delay, insofar as consistent with (i) the legitimate needs of law enforcement or (ii) any measures necessary to determine the scope of the breach and restore the reasonable integrity of the data system.

(q) **Links to Other Websites.** Our Site and Apps may contain links to other websites, some of which may allow you to download third party applications. If you choose to visit an advertiser by “clicking on” a banner ad or other type of advertisement, click on another third party link, or download a third party application, you will be directed to that third party’s Site. The fact that we link to a Site, a location where you can download an application, or present a banner ad or other type of advertisement is not an endorsement, authorization or representation of our affiliation with that third party, nor is it an endorsement of their privacy or information security policies or practices. We do not exercise control over third party websites or applications. These other websites may place their own cookies or other files on your computer or mobile internet device, collect data or solicit personal information from you. Other websites and applications follow different rules regarding the use or disclosure of the personal information you submit to them. We encourage you to read the privacy policies or statements of the other websites and applications you visit and/or use. Some portions of the Worcket.com platform implement Google Maps/Earth mapping services, including Google Maps API(s). Your use of Google Maps/Earth is subject to Google’s terms of use, located at, [http://www.google.com/intl/en\\_us/help/terms\\_maps.html](http://www.google.com/intl/en_us/help/terms_maps.html), which incorporates Google’s Privacy Policy, located at, <http://www.google.com/policies/privacy/>

(r) **Testimonials.** With your consent we may post comments you post or send us about the Service as a testimonial on the Site and Apps along with your name. If you want your testimonial removed please contact us.

(s) **Our Policy toward Minors.** The Site and Apps are not directed to individuals under 14. We do not knowingly collect personally identifiable information from person under 14 years of age. If a parent or guardian becomes aware that his or her child has provided us with Personal Information without their consent, he or she should

contact us. If we become aware that a child under 13 has provided us with Personal Identifying Information, we will delete such information from our files.

(t) **Contacting Us.** If you have any questions about this Privacy Policy, please email us at [Worcketinfo@Worcket.com](mailto:Worcketinfo@Worcket.com).