

Illume Hire Privacy Policy

Last modified: 2020-06-15

Introduction:

illumehire Inc. ("**illumehire**" or "**We**") respects your privacy and are committed to protecting it through our compliance with this policy.

This policy describes the types of information we may collect from you or that you may provide when you visit the website www.illumehire.com (our "**Website**") and use any services provided through the Website (the "**Services**") and our practices for collecting, using, maintaining, protecting, and disclosing that information.

This policy applies to information we collect:

- Through the Website or Services.
- In email, text, and other electronic messages between you and the Website and Services.
- When you interact with our advertising and applications on third-party websites and services, if those applications or advertising include links to this policy.

It does not apply to information collected by:

- us offline or through any other means, including on any other website operated by illumehire or any third party (including our affiliates and subsidiaries); or
- any third party (including our affiliates and subsidiaries), including through any application or content (including advertising) that may link to or be accessible from, on, or through the Website or the Services.

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our Website or Services. By accessing or using this Website and the Services, you agree to this privacy policy. This policy may change from time to time (see [Changes to Our Privacy Policy](#)). Your continued use of this Website and the Services after we make changes is deemed to be acceptance of those changes, so please check the policy periodically for updates.

Children Under the Age of 13:

Our Website and Services are not intended for children under 13 years of age. No one under age 13 may provide any information to or on the Website or through the Services. We do not knowingly collect personal information from children under 13. If you are under 13, do not use or provide any information on this Website or on or through any of its Services, register on the Website or Services, make any purchases through the Website or Services, use any of the interactive or public comment features of this Website or Services, or provide any information about yourself to us, including your name, address, telephone number, email address, or any screen name or user name you may use. If we learn we have collected or received personal information from a child under 13 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 13, please contact us at hello@illumehire.com

Information We Collect About You and How We Collect It:

We collect several types of information from and about users of our Website and Services, including information:

- by which you may be personally identified, such as name, postal address, e-mail address, telephone number, skills and work experience, credit/debit or other financial account information, or any other identifier by which you may be contacted online or offline ("**personal information**");
- that is about you but individually does not identify you, such as geographic information, passwords, etc.; and
- about your internet connection, the equipment you use to access our Website and Services and usage details.

We collect this information:

- Directly from you when you provide it to us.
- Automatically as you navigate through the site. Information collected automatically may include usage details, IP addresses, and information collected through cookies, web beacons, and other tracking technologies.
- From third parties, for example, our business partners.

Information You Provide to Us:

The information we collect on or through our Website and Services may include:

- Information that you provide by filling in forms on our Website. This includes information provided at the time of registering to use our Website or Services, subscribing to our

Services, posting material, or requesting further services. We may also ask you for information when you report a problem with our Website or Services.

- Records and copies of your correspondence (including email addresses), if you contact us.
- Details of transactions you carry out through our Website and Services and of the fulfillment of your orders. You may be required to provide financial information before placing an order through our Website or Services.
- Your search queries on the Website.

You also may provide information to be published or displayed (hereinafter, "**posted**") on public areas of the Website, or transmitted to other users of the Website or Services or third parties (collectively, "**User Contributions**"). Your User Contributions are posted on and transmitted to others at your own risk. Additionally, we cannot control the actions of other users of the Website or Services with whom you may choose to share your User Contributions. Therefore, we cannot and do not guarantee that your User Contributions will not be viewed by unauthorized persons.

Information We Collect Through Automatic Data Collection Technologies

As you navigate through and interact with our Website and use our Services, we may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- Details of your visits to our Website, including traffic data, location data, logs, and other communication data and the resources that you access and use on the Website or through the Services.
- Information about your computer and internet connection, including your IP address, operating system, and browser type.

We also may use these technologies to collect information about your online activities over time and across third-party websites or other online services (behavioral tracking). Due to the lack of standards for how Do Not Track consumer browser settings should work on commercial websites, our Website does not respond to Do Not Track browser settings.

The information we collect automatically may include personal information or we may maintain it or associate it with personal information we collect in other ways or receive from third parties. It helps us to improve our Website and to deliver a better and more personalized service, including by enabling us to:

- Estimate our audience size and usage patterns.
- Store information about your preferences, allowing us to customize our Website according to your individual interests.

- Speed up your searches.
- Recognize you when you return to our Website.

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

- **Cookies (or browser cookies).** A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting you may be unable to access certain parts of our Website or Services. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Website.
- **Web Beacons.** Pages of our the Website may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit illume hire, for example, to count users who have visited those pages or for other related statistics (for example, recording the popularity of certain content and verifying system and server integrity).
- **Google Analytics.** We use a tool called "Google Analytics" to collect information about use of this Website. Google Analytics collects information such as how often users visit this Website, what pages they visit when they do so, and what other sites they used prior to coming to this Website. We use the information we get from Google Analytics only to improve this Website. Google Analytics collects only the IP address assigned to you on the date you visit this Website, rather than your name or other identifying information. We do not combine the information collected through the use of Google Analytics with personally identifiable information. Although Google Analytics plants a permanent cookie on your web browser to identify you as a unique user the next time you visit this Website, the cookie cannot be used by anyone but Google. Google's ability to use and share information collected by Google Analytics about your visits to this site is restricted by the Google Analytics Terms of Use and the Google Privacy Policy. You can prevent Google Analytics from recognizing you on return visits to this site by disabling cookies on your browser.
- **Hotjar.** We use a tool called Hotjar to provide analytics about the use of our Website. More information on Hotjar and its data policies can be found here:
<https://www.hotjar.com/legal/policies/privacy>

How We Use Your Information

We use information that we collect about you or that you provide to us, including any personal information:

- To present our Website and its contents to you.

- To provide you with information, products, or services that you request from us.
- To fulfill any other purpose for which you provide it.
- To provide you with notices about your account.
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collection.
- To notify you about changes to our Website or Services.
- To allow you to participate in interactive features on our Website.
- In any other way we may describe when you provide the information.
- For any other purpose with your consent.

We may also use your information to contact you about our own and third-parties' goods and services that may be of interest to you. If you do not want us to use your information in this way, please send us an email at hello@illumehire.com. For more information, see Choices About How We Use and Disclose Your Information.

Disclosure of Your Information

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction.

We may disclose personal information that we collect or you provide as described in this privacy policy:

- To contractors, service providers, and other third parties we use to support our business. These may include, but may not be limited to, the following:
 - Microsoft Azure – We use Microsoft Azure for many of our design and hosting tasks. More information about Azure's data practices may be found online at <https://www.microsoft.com/en-us/TrustCenter/Privacy/default.aspx>
 - Google Cloud Platform – We use Google Cloud Platform for many of our design and hosting tasks. More information about Google Cloud Platform's data practices may be found online at <https://cloud.google.com/security/transparency/>
 - Sendgrid - We may use Sendgrid for many of our emailing and marketing tasks. More information about Sendgrid's data practices may be found online at <https://sendgrid.com/policies/privacy/services-privacy-policy/>
- To a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of illumehire Inc.'s assets, whether as a going concern or as part of bankruptcy, liquidation, or similar

proceeding, in which personal information held by illumehire Inc. about our Website and Services users is among the assets transferred.

- To fulfill the purpose for which you provide it.
- For any other purpose disclosed by us when you provide the information.
- With your consent.

We may also disclose your personal information:

- To comply with any court order, law, or legal process, including to respond to any government or regulatory request.
- To enforce or apply our terms of use https://illumehire.com/terms_of_use/ and other agreements, including for billing and collection purposes.
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of illumehire Inc., our customers, or others.

Choices About How We Use and Disclose Your Information

We strive to provide you with choices regarding the personal information you provide to us. We have created mechanisms to provide you with the following control over your information:

- **Tracking Technologies and Advertising.** You can set your browser to refuse all or some browser cookies, or to alert you when cookies are being sent. If you disable or refuse cookies, please note that some parts of this site may then be inaccessible or not function properly.
- **Promotional Offers from illumehire.** If you do not wish to have your contact information used by the illumehire to promote our own or third parties' products or services, you can opt-out by sending us an email stating your request to hello@illumehire. If we have sent you a promotional email, you may send us a return email asking to be omitted from future email distributions. This opt out does not apply to information provided to illumehire as a result of a product purchase, product service experience, or other such transactions.

Accessing and Correcting Your Information

You can review and change your personal information by logging into the Website and visiting your account profile page.

You may also send us an email at hello@illumehire.com to request access to, correct, or delete any personal information that you have provided to us. We cannot delete your personal information except by also deleting your user account. We may not accommodate a request to

change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.

If you delete your User Contributions from the Website, copies of your User Contributions may remain viewable in cached and archived pages, or might have been copied or stored by other Website users. Proper access and use of information provided on the Website and through the Services, including User Contributions, is governed by our terms of use https://illumehire.com/terms_of_use/.

Your California Privacy Rights

California Civil Code Section § 1798.83 permits users of our Website that are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. We DO NOT disclose personal information gathered through the Website or the Services to third parties for their direct marketing purposes.

Data Security

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure. All information you provide to us is stored on our secure servers behind firewalls. Any payment transactions will be encrypted using SSL technology.

The safety and security of your information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our Website or Services, you are responsible for keeping this password confidential. We ask you not to share your password with anyone. We also urge you to be careful about giving out information in public areas of the Website or Services like message boards. The information you share in public areas may be viewed by any user of the Website or Services.

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted to our Website or through our Services. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the Website or Services.

Changes to Our Privacy Policy

It is our policy to post any changes we make to our privacy policy on this page. If we make material changes to how we treat our users' personal information, we will notify you by email to the email address specified in your account or through a notice on the Website home page. The date the privacy policy was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting our Website and this privacy policy to check for any changes.

Contact Information

To ask questions or comment about this privacy policy and our privacy practices, contact us at:
hello@illumehire.com