

## **JobblyPro Privacy Policy**

Our privacy policy (“Privacy Policy”) explains how we use personal information, as defined below, and to give you assurance of our commitment to fair information practices and to the protection of your privacy as you visit and use the website (the “Website”).

“We,” “Us” and “Our” mean the operator of this website, as well as its affiliates. “You” means the person or persons who use or submit registration information on this website.

We understand that you value your privacy and the right to control how your personal information is collected and used. Our data collection and retention practices are designed to provide transparency, accountability and choice regarding the management and use of your personal information.

We also provide you with contact information should you wish to remove your personal information from our databases.

The Website is intended for users who are located in the United States of America and the Privacy Policy shall be interpreted under the laws of the United States. By registering on the Website, you explicitly accept, without limitation or qualification, the collection, use, and transfer of your information in the manner described in this Privacy Policy. Please read this Privacy Policy carefully as it affects your rights and liabilities under the law.

**Please carefully review our Privacy Policy in full. If you do not agree to our practices, please do not interact in any manner whatsoever with the Website or register any personally identifiable information on this Website.**

Please contact us if you have any questions or comments about our privacy practices or this Privacy Policy. You can reach us via postal mail at the following address:

2221 NE 164<sup>th</sup> St. PMB 1500  
North Miami Beach, FL 33160 – 3703 Attn: Segara

**Any disputes relating to this Privacy Policy or Company’s handling of your registration information are subject to this Privacy Policy, including a mandatory arbitration provision and limitations on damages. Please review the Terms of Use carefully.**

**THIS WEBSITE IS NOT INTENDED FOR ANYONE UNDER THE AGE OF EIGHTEEN (18) OR PERSONS RESIDING OUTSIDE OF THE CONTINENTAL UNITED STATES, ALASKA AND HAWAII. BY USING THE WEBSITE, YOU EXPRESSLY REPRESENT AND WARRANT THAT YOU HAVE READ, UNDERSTOOD AND AGREE TO THE TERMS OF THIS PRIVACY POLICY. IF YOU DO NOT UNDERSTAND OR DO NOT AGREE TO BE BOUND BY THIS PRIVACY POLICY, YOU MUST IMMEDIATELY LEAVE THE WEBSITE.**

### **1. Types of Information We Collect.**

Personally identifiable information is information that can be used to identify, locate, or contact an individual. The personally identifiable information that we collect may include your email address, home address, first name, last name and such other information that we may request from time to time (collectively referred to herein as “PII”).

We may also collect certain non-personally identifiable information (“NPII”) about you when you visit many of the pages of this Website. This NPII includes, without limitation, the type of browser or device that you use, your Internet Protocol (“IP”) address, the type of operating system that you use and/or the domain name of your Internet service provider. An IP address is a unique identifier that a device uses to identify and communicate with on the Internet.

## **2. How Your Information is Used and Shared.**

We value your privacy and have taken the necessary precautions to be in compliance with relevant legislation, including, without limitation, the California Online Privacy Protection Act.

**You agree that the registration information submitted by you on this website will be shared with our affiliate companies and/or our service providers (collectively “third parties”).** Via jobblypro.com, we provide you with job listings suggested by indeed.com. We provide third parties in exchange for our users providing us with a valid email address to forward you commercial email marketing communications related to potential educational and/or benefits opportunities that may be of interest. We are compensated by indeed.com with respect to clicks received in relation to you clicking on any sponsored ad job listings on the website or follow up transactional emails. Any/all job listings that may be available via this website are not our own. We do not accept or screen job applications, or provide employment advice. We do not make employment decisions. We are not an agent for you or for any potential employer, and we do not control and are not responsible for the actions of any employer. We are a marketing lead generator and advertising service. We do not charge you any fee. There is no guarantee that a company you apply to will accept you, and we do not endorse any job listings. Third-party website operators have their own terms and policies. We do not control the privacy practices of these third-parties. If you have any questions or wish to remove your information from a third-party’s database, you will need to contact that party directly.

Your information may also be used to send you first-party promotional materials. As such, we may target advertising to you by using email, targeted online banner advertising, applications and other means of communication to provide promotional offers. **For more on how your information may be used by us, please see Section 3, below.**

We may also use your information for data verification purposes, to resolve disputes, troubleshoot technical problems, enforce our agreements with you and to enable us to personalize your Internet experience.

We may share your information with third-parties who help us in the delivery of the services you have requested and to companies/individuals we employ to perform technical functions on our behalf. These companies and individuals may not share that information with any other third-party or use that data for any other purpose.

Additionally, we reserve the right to append your PII in an effort to provide you with the products and/or services you are interested in.

We may also use technology information to match your information to make and improve profiles of you, to track your online browsing habits over time and across different websites on the Internet, to show you targeted advertising for products and/or services, and/or to determine which areas of the Internet are most frequently visited.

By visiting and/or supplying your information at this website, you also agree to allow us to provide aggregated anonymous data about you to third-parties so that they can understand the kinds of visitors to

the website and in order to offer you products and services. This includes demographic information and behavioral information.

We may disclose your information as permitted by law. We may also share, disclose and/or transfer the information we collect from you to a third-party who acquires any or all of our business, whether such acquisition is by way of merger, consolidation or purchase of all or a substantial portion of our assets. In addition, in the event we become the subject of an insolvency proceeding, whether voluntary or involuntary, we or our liquidator, administrator, receiver or administrative receiver may sell, license or otherwise dispose of such information in a transaction approved by the court.

We may disclose any/all information if legally required to do so, or at our discretion pursuant to a request from a governmental entity, or if we believe in good faith that such action is necessary to: (a) conform to legal requirements or comply with legal process; (b) protect our rights or property or our affiliated companies; (c) prevent a crime or protect national security; or (d) protect the personal safety of users or the public.

**YOU MAY OPT-OUT OF RECEIVING ANY PROMOTIONAL COMMUNICATIONS FROM US BY CHOOSING NOT TO SUBMIT YOUR PERSONAL INFORMATION. IF YOU HAVE ALREADY SUBMITTED YOUR PERSONAL INFORMATION TO US AND WISH TO OPT-OUT AT A LATER DATE, YOU MAY DO SO BY EMAILING US AT [INFO@JOBBLYPRO.COM](mailto:INFO@JOBBLYPRO.COM) OR BY FOLLOWING THE INSTRUCTIONS IN THE COMMUNICATIONS THAT YOU RECEIVE.**

### **3. Email,**

By registering on this website, you may also receive commercial email from us, as provided in this Privacy Policy. We provide you with the opportunity to “opt-out” of having your information used for certain purposes. You may remove your information from our database by contacting us directly. If you remove your information from our database it will no longer be used by us to send promotional communications to you. However, we may retain information necessary to establish your lawful consent to receive marketing messages.

### **4. Cookies, Web Beacons, Pixel Tags, Log Files and Online Behavioral Technologies.**

The website and email messages may contain first-party cookies, web beacons, pixel tags, browser analysis tools and web server logs that enable us to track your online behavior, collect information regarding your operating system and browser/device type, record what webpage or email you viewed, track the IP address of the device you use to interact with the applicable online service, record when you open or click on a particular online advertisement link or webpage, and additionally for other information gathering purposes such as the language your system uses and the country and time zone of your device.

A cookie is a small file uniquely assigned to you by a webpage server when you visit a webpage or click on a link and can assist in associating your information to a unique profile. Cookies are stored in web server logs and also in web cookies kept on your computer, which are then transmitted back to us by your computer. Information about your account, preferences, your use of the website and your online browsing habits may be stored. Such information allows us to recognize you when you return, and track and target your interests in order to provide a customized experience. They also assist with the detection of certain kinds of fraud.

Some cookies are temporary, whereas others may be configured to last longer. “Session” cookies are temporary cookies used for various reasons, such as to manage page views. Your browser usually erases session cookies once you exit your browser. “Persistent” cookies are more permanent cookies that are

stored on your computer even beyond when you exit your browser. Your browser preferences may be capable of being modified to accept or reject all cookies, or request a notification when a cookie is set.

Pixel tags and web beacons are tiny graphic images placed on website pages or in emails that allow us to determine whether you have performed specific actions. When you access these pages or open email messages, the pixel tags and web beacons generate a notice of that action. These tools permit the measurement of responses to communications and improve related promotions.

Log files include IP addresses, browser type, Internet service provider, referring/exit pages, platform type, date/time stamp, and number of clicks to analyze trends, administer a website, track user's movement in the aggregate, and gather broad demographic information for aggregate use.

As set forth herein, company collects many different types of information from cookies and other technologies, including, without limitation, what website you were visiting before you came to the website, the website you visit after you leave the website, and other activities of yours over time and across third-party websites and online services.

## **5. Managing Your Privacy.**

As set forth at Section 2, above, we may use technology information to match your information to make and improve profiles of you, to track your online browsing habits over time and across different websites on the Internet and to show you targeted advertising for products and/or services.

Because an industry-standard Do-Not-Track protocol has not yet been established, our information collection practices will continue to operate as described in this Privacy Policy regardless of any "Do Not Track" signals that may be sent by certain browsers or selected by you. However, you can visit [www.cookiecentral.com](http://www.cookiecentral.com) and [www.aboutads.info](http://www.aboutads.info) to learn more about this type of advertising and how to opt-out from receiving it by from companies that participate in the Digital Advertising Alliance ("DAA") self-regulatory program. Opting-out, however, will not stop advertising from appearing on your browser. Rather, it may make the advertisements that you are presented with less relevant to your own personal interests.

We believe that you benefit from a more personalized experience when we know more about you and what you like. However, you can limit the information you provide to us and thereby limit the communications that we and/or third-parties send to you.

To prevent first-party online tracking from cookies, web beacons and other technologies on a webpage, website, or within an email message, for example, banner advertisements, do not visit the website, utilize a changing IP address and do not click on or interact with any advertisements or links. Visit [cookiecentral.com](http://cookiecentral.com) and [aboutads.info](http://aboutads.info) to read more about cookies, including, without limitation, how you can modify your browser preferences to accept or reject all cookies, or request a notification when a cookie is sent (for example, from within Internet Explorer, Firefox, Safari, Google Chrome). As each browser is different, please check the help section of your browser for instructions on how to remove cookies and learn about other privacy and security settings that may be available.

To prevent first and third-party online tracking from cookies, web beacons and other technologies within an email message, unsubscribe from the email list using the unsubscribe link provided.

## **6. Security of Your Personally Identifiable Information.**

To prevent unauthorized access, maintain data accuracy and ensure the correct use of information we gather online, we store your PII in a database on secure systems. We have put in place appropriate

physical, electronic and managerial security procedures to protect against the loss, misuse and alteration of the information under our control.

Access to this information is strictly limited, and not accessible to the public. Only employees who need the information to perform a specific job are granted access to PII. Our employees are dedicated to ensuring the security and privacy of all user information, to the extent reasonably possible. Employees who do not adhere to our firm policies are subject to disciplinary action.

But notwithstanding such measures, we cannot guarantee that its security measures will prevent our computers from being illegally accessed, and the data on them stolen or altered, and we assume no responsibility for such actions. You may request that your information be modified or deleted, as detailed herein.

In compliance with applicable federal and state laws, we shall notify you and any applicable regulatory agencies in the event that we learn of an information security breach with respect to your PII. Any third-parties who receive your information are obligated by contract and/or applicable law to also protect your PII. However, we are not responsible for the conduct of the third-parties and does not warrant or guarantee the quality of their efforts, if any, to protect your information.

#### **7. No Information Collected From Children.**

We encourage parents and guardians to spend time online with their children and to participate and monitor the interactive activities of their children. We will never knowingly collect any PII about children under the age of eighteen (18) years old. If we obtain actual knowledge that we have collected PII about a child under the age of eighteen (18) years old, that information will be immediately deleted from our database.

Because we do not collect such information, we have no such information to use or to disclose to third-parties. We have designed this policy in order to comply with the Children's Privacy Protection Act ("COPPA").

#### **8. Links to Other Websites and Third-Party Privacy Practices.**

We may provide links to other websites for your convenience and information. These websites may have their own privacy statements in place. We are not responsible for the content of linked websites or any use of such websites. Whether linked or not, you expressly acknowledge that other websites and/or websites of third-parties have their own privacy statements and personal information collection, use, and disclosure practices. We encourage you to familiarize yourself with the privacy statements provided by any/all third-party websites prior to providing them with information or taking advantage of an offer or promotion.

#### **9. Special Notification for California Residents.**

California Civil Code section 1798.83 mandates that we disclose, upon request, the identity of third-parties to whom we have disclosed your PII within the previous calendar year, along with the categories of personal information disclosed, for the third-parties' direct marketing purposes. If you are a California resident and would like to make such a request, you may communicate your desire to do by contacting us at [info@jobblypro.com](mailto:info@jobblypro.com). We reserve our right not to respond to requests submitted other than to the contact information specified above.

#### **9. Changes to This Privacy Policy.**

We reserve the right to change or remove portions of our Privacy Policy at any time without prior notification. If we change this Privacy Policy, updates will be posted herein. Information will be used in accordance with the privacy policy under which the information was collected. Users will have a choice as to whether or not we use their information in this different manner.

Please check the website frequently to apprise yourself of any changes that may affect you. The posting of any changes will be the only notice that you will receive regarding any such amendments or changes.

#### **10. Privacy Inquiries or Complaints.**

We strive to keep all PII accurate and complete. You are always fully in control of the information that we maintain to service you. You can also request that PII be deleted, however, we reserve the right to retain information necessary to establish lawful marketing consent. Information may also be withheld or exempted from deletion if this is required by law or is part of a fraud investigation.

If you have any inquiries regarding our privacy practices, believe that we have not complied with this Privacy Policy, or would like to access and modify your PII, please contact us:

Jobbly Pro, 2221 NE 164<sup>th</sup> St. PMB 1500  
North Miami Beach, FL 33160 – 3703 Attn: Segara

California residents may also file grievances and complaints with California Department of Consumer Affairs via mail at 400 R Street, Suite 1080, Sacramento, CA 95814 or by phone at 916-445-1254 or 800-952-5210 or by email to [dca@dca.ca.gov](mailto:dca@dca.ca.gov).