



NextJob Inc. Privacy Policy

NextJob Privacy Policy

This privacy policy has been compiled to better serve those who are concerned with how their 'Personally Identifiable Information' (PII) is being used online. PII, as described in US privacy law and information security, is information that can be used on its own or with other information to identify, contact, or locate a single person, or to identify an individual in context. Please read our privacy policy carefully to get a clear understanding of how we collect, use, protect or otherwise handle your Personally Identifiable Information in accordance with our website.

What personal information do we collect?

When registering on our site, as appropriate, you may be asked to enter your name, email address, mailing address, phone number or other details to help you with your experience.

When do we collect information?

We collect information from you when you register on our site or enter information on our site.

How do we use your information?

We may use the information we collect from you when you register, make a purchase, sign up for our newsletter, respond to a survey or marketing communication, surf the website, or use certain other site features to personalize your experience and to allow us to deliver the type of content and product offerings in which you are most interested.

How You Can Access or Correct Your Information

You can access all your personally identifiable information that we collect online and maintain by entering your username and password and going to your "profile" page where you can update or change your information as you wish. We use this procedure to better safeguard your information.

You are responsible for the accuracy of your information in our system. You can review your information in your "Profile" by clicking on "Profile" and you can correct factual errors in your personally identifiable information there or by sending us a request that credibly shows error.

To protect your privacy and security, we will also take reasonable steps to verify your identity before granting access or making corrections.

How do we protect your information?

Our website is scanned on a regular basis for security holes and known vulnerabilities in order to make your visit to our site as safe as possible.

We use regular Malware and vulnerability scanning.



Your personal information is contained behind secured networks and is only accessible by a limited number of persons who have special access rights to such systems, and are required to keep the information confidential. In addition, all sensitive/credit information you supply is encrypted via Secure Socket Layer (SSL) technology.

We implement a variety of security measures when a user enters, submits, or accesses their information to maintain the safety of your personal information.

A credit card is not typically necessary, but any credit card transactions are processed through a gateway provider and are not stored or processed on our servers.

Do we use 'cookies'?

Yes. Cookies are small files that a site or its service provider transfers to your computer's hard drive through your Web browser (if you allow) that enables the site's or service provider's systems to recognize your browser and capture and remember certain information. For instance, we use cookies to help us remember your login name. Cookies are also used to help us understand your preferences based on previous or current site activity, which enables us to provide you with improved services. We also use cookies to help us compile aggregate data about site traffic and site interaction so that we can offer better site experiences and tools in the future.

You can choose to have your computer warn you each time a cookie is being sent, or you can choose to turn off all cookies. You do this through your browser settings. Since each browser is a little different, look at your browser's Help Menu to learn the correct way to modify your cookies.

If you turn cookies off, some features will be disabled. It won't significantly affect your experience.

Third-party disclosure

We do not sell, trade, or otherwise transfer to outside parties your Personally Identifiable Information.

Third-party links

We do not include or offer third-party products or services on our website.

COPPA (Children Online Privacy Protection Act)

When it comes to the collection of personal information from children under the age of 13 years old, the Children's Online Privacy Protection Act (COPPA) puts parents in control. The Federal Trade Commission, United States' consumer protection agency, enforces the COPPA Rule, which spells out what operators of websites and online services must do to protect children's privacy and safety online.



We do not specifically market to children under the age of 13 years old.

Fair Information Practices

The Fair Information Practices Principles form the backbone of privacy law in the United States and the concepts they include have played a significant role in the development of data protection laws around the globe. Understanding the Fair Information Practice Principles and how they should be implemented is critical to comply with the various privacy laws that protect personal information.

In order to be in line with Fair Information Practices we will take the following responsive action - should a data breach occur we will notify you via email.

CAN SPAM Act

The CAN-SPAM Act is a law that sets the rules for commercial email, establishes requirements for commercial messages, gives recipients the right to have emails stopped from being sent to them, and spells out tough penalties for violations.

We collect your email address in order to Send information, respond to inquiries, and/or other requests or questions

To be in accordance with CANSPAM, we abide by the following:

- We do not use false or misleading subjects or email addresses.
- If message content includes an advertisement, we will identify the message as an advertisement in some reasonable way.
 - Include the physical address of our business or site headquarters.
 - Monitor third-party email marketing services for compliance, if one is used.
 - Honor opt-out/unsubscribe requests quickly.
 - Allow users to unsubscribe by using the link at the bottom of each email.

If at any time you would like to unsubscribe from receiving future emails, you can follow the instructions at the bottom of each email and we will promptly remove you from ALL correspondence.

Third Party Links

The NextJob site contains links to third-party web sites. Please be aware that NextJob cannot control and is not responsible for the information collection practices of such web sites, which may differ from those of NextJob. NextJob encourages you to review and understand the privacy policies of these web sites before providing any information to them.

Resume Emailing

When you decide to send your resume to anyone, please note that we do not control what those recipients do with your resume information. Please exercise caution when deciding to disclose Personally Identifiable Information in your resume.



Data Security

NextJob maintains a variety of commercially reasonable physical, electronic and procedural safeguards designed to protect your Personally Identifiable Information from unauthorized access and disclosure. For example, NextJob uses accepted tools and techniques to protect against unauthorized access to NextJob's systems.

You should be aware that no system can be completely secure. Therefore, although NextJob takes steps to secure your information, NextJob does not promise, and you should not expect, that your personal information, searches or other communications will always remain secure. In the event of a breach of the confidentiality or security of your information, including your Personally Identifiable Information, NextJob will notify you as necessary and if possible so you can take appropriate protective steps. NextJob may notify you under such circumstances using the e-mail address(es) that NextJob has on record for you and/or by regular mail (if available). You also should carefully handle and disclose your Personally Identifiable Information. Please refer to the Federal Trade Commission's web site at <http://www.ftc.gov/bcp/menus/consumer/data.shtm> for information about how to protect yourself against identity theft.

Changes to this Privacy Policy

At any time without prior notice, NextJob may update this Privacy Policy to reflect changes in NextJob's practices. When NextJob posts changes to this Privacy Policy, NextJob will revise the "Last Updated" date at the top of this page. If NextJob makes any material change to this Privacy Policy, NextJob will notify each Registered User by sending an e-mail to the e-mail address provided to NextJob in a Registered User's account, profile and/or registration and/or by prominently posting notice of the changes on the Sites. NextJob will offer you the opportunity to opt-out of any materially changed Privacy Policy. NextJob encourages you to bookmark this Privacy Policy and to periodically review it to inform yourself of changes to it or any of NextJob's other policies.

Any changes to NextJob's Privacy Policy will become effective upon NextJob's posting of the updated policy. Use of any of the Sites constitutes your acceptance of the terms of this Privacy Policy then in effect.

California Privacy Rights

If you are a resident of California ("California Users"), in addition to the rights set forth in this Privacy Policy, you generally have the right to request information from NextJob about the way in which NextJob shares certain categories of Personally Identifiable Information with third parties for their direct marketing purposes.

Under the law, however, a business is not required to provide this information if it adopts and discloses to the public (in its privacy policy) a policy of not disclosing customer's personal information to third parties for their direct marketing purposes unless the customer first affirmatively agrees to the disclosure, as long as the business maintains and discloses this policy. Instead, the business may comply with the law by notifying California Users of their rights to prevent disclosure of personal information and providing a cost free means to exercise that right.

Please note that whenever you opt in to receive future communications from a third party, your information will be subject to the third party's privacy policy. If you later decide that you do not want



that third party to use your information, you will need to contact the third party directly, as NextJob has no control over how third parties use information. You should always review the privacy policy of any party that collects your information to determine how it will handle your information.

Please note that NextJob is only required to respond to one request per customer each year. NextJob is not required to respond to requests made by means other than through this e-mail address

Users From Outside the United States

By visiting any of NextJob's Sites, submitting information or using any of NextJob's products or services, you acknowledge that you accept the practices and policies outlined in this Privacy Policy and consent to having your data transferred to and processed in the United States. If you do not agree to this Privacy Policy, please do not use NextJob's Site.

The Site is controlled and operated by NextJob from the United States. NextJob does not represent or warrant that the Site, or any part thereof, is appropriate or available for use in any particular jurisdiction. Those who choose to access the Site do so on their own initiative and at their own risk, and are responsible for complying with all local laws, rules and regulations. You also are subject to United States export controls in connection with your use of the Sites and/or services related thereto and are responsible for any violations of such controls, including, without limitation, any United States embargoes or other federal rules and regulations restricting exports. NextJob may limit the availability of the Site, in whole or in part, to any person, geographic area or jurisdiction that NextJob chooses, at any time and in NextJob's sole discretion.

No Rights of Third Parties

This Privacy Policy does not create rights enforceable by third parties.

Contacting Us

If there are any questions regarding this privacy policy, you may contact us using the information below.

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