

PRIVACY POLICY
CANDIDATE COLLECTIVE
Effective as of November 15, 2024

We at Candidate Collective Inc. (“Candidate Collective”, “we,” “us,” or “our”) created this privacy policy (“Privacy Policy”) because we know that you care about how the information you provide is used and shared and to be transparent about our data privacy and security practices. This Privacy Policy describes how we collect, use, protect and disclose your Personal Information in connection with your use of our websites, including, without limitation, <https://www.candidatecollective.com/>, along with the features, functionalities, applications, browser extensions and other services available through our website or via subscription, (collectively, our “Website”), your use of our products and services (collectively, our “Services”), and Personal Information we obtain from any third party site connected to our Websites or Services including, without limitation, LinkedIn (collectively, “Third Party Sites”). We collectively refer to our Websites, Services, and Third-Party Sites as our “Platform.”

This Privacy Policy only applies to our practices—it does not apply to the practices of third parties, including some users on our websites and applications. This Privacy Policy describes the types of Personal Information we collect, the sources from which we collect it, how we use it, with whom we share it, and the choices you can make to control our use of your Personal Information. “Personal Information” refers to information that relates to you, either directly or indirectly, such as your name, address, telephone number, email address, credit card number or other billing information, and browsing data, and any other information that identifies, relates to, describes or is reasonably capable of being associated with, or could reasonably be linked to you. Please note, except as provided under applicable laws, Personal Information does not include information publicly available through government records or information that has been identified or aggregated in a way that cannot be used to identify a specific individual.

This Privacy Policy also describes the measures we take to protect your Personal Information and how you can contact us for more details about our privacy practices. By continuing to use our Services and Platform, you acknowledge that you accept our Terms and Conditions and have read and understand this Privacy Policy.

When you visit our Website, provide us with information by means of using our Platform, or participate in our Services, you consent to our collection, use, and disclosure of your Personal Information as described in this Privacy Policy. Please read this Privacy Policy carefully. If you do not want us to collect, use or disclose your Personal Information in the ways described in this Policy, please do not use our Platform, provide us with your Personal Information or authorize a third party to make your Personal Information available to us.

1. Information We Collect.

Personal Information

We do not collect any Personal Information from you unless you voluntarily provide it to us.

When you sign up to become a user of the Website or participate in our Services (a “User”), you will be asked to provide us with certain Personal Information, such as:

1. **Identifiers and Contact Information:** name, email address, telephone number, postal address, physical address, social security number, date of birth, online identifier, IP address and other similar information;
2. **Demographic Information:** age, national origin, and other similar information;

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3. **Internet and other similar Network Activity Information:** such as your browsing history, search history, interactions with the online portions of our Platform and online advertisements, and other similar information. If you register or visit the Site through Facebook Connect or another social media website, you are authorizing Candidate Collective to collect, store, and use, in accordance with this Privacy Policy, any and all information that you agreed that the social media website would provide to Candidate Collective through its Application Programming Interface (“API”). We do not receive or store your passwords for your social media accounts; If you sign in through Google, you are authorizing Candidate Collective to collect, store, and use, in accordance with this Privacy Policy, any and all information that you agreed that Google, Inc. would provide to Candidate Collective through Google’s API. Such information may include, without limitation, your first and last name, Google username, Google profile picture, headline, unique identifier and access token, and e-mail address.
4. **Education and Skills:** academic performance, education history, degrees, languages, training history, resume.
5. **Professional or Employment-Related Information:** including current or past job history, professional experience, employment information, affiliations, union membership, professional certifications and other similar information;
6. **Online Identifiers:** such as your username, social media handles and other similar information;
7. **Communication Information:** such as information contained in voicemails, chats, emails and other similar information;
8. **Location Information:** such as where you live, where you are located and other similar information; and
9. Other information you provide us or authorize us to collect about you.

We do not collect any Personal Information from Users under the age of 13. If you are a User under the age of 13, please do not send any Personal Information to us. If we learn we have collected Personal Information from a User under the age of 13, we will delete that information as quickly as possible. If you believe that a User under the age of 13 may have provided us Personal Information in violation of this Privacy Policy, please contact us at basim@candidatecollective.com.

Usage Information

Like most websites, we use automatic data collection technology when you visit the Site to record information that identifies your computer, to track your use of our Site, and to collect certain basic information about you and your surfing habits. This information includes information about your operating system, your IP addresses, browser type and language, referring and exit pages and URLs, keywords, date and time, amount of time spent on particular pages, what sections of a website you visit, and similar information concerning your use of the Site and the Services (the “Usage Information”).

We collect this Usage Information by using cookies and pixel tags (also called web beacons or clear gifs). Cookies are small packets of data that a website stores on your computer’s hard drive so that your computer will “remember” information about your visit. Clear gifs are tiny graphics with a unique identifier, similar in function to cookies, and are used to track the online movements of website users. You can reject cookies by following the directions provided in your Internet provider’s “help” file. If you reject cookies, you may still visit the Site but may not be able to use some areas of the Site and/or the Services.

We do not collect Personal Information in this way, but if you’ve provided us with Personal Information, we may associate that information with the information that is collected automatically. Automatic data collection may be performed on our behalf by our services providers.

2. **How we Collect Your Information.** A large portion of the Personal Information we, or third parties acting on our behalf, collect is collected directly from you. In some cases, we may collect Personal Information from third parties in the ways described in this Policy.

Directly From You

When you engage with us in connection with our Platform, such as requesting information, creating an account, communicating with us or otherwise interacting with us, we may ask you to provide certain Personal Information. Some of the Personal Information we request may not be required, however, we will specifically indicate what Personal Information is required to engage in such activity.

From Third Parties

We, or third parties acting on our behalf, may collect Personal Information about you from third parties, including, without limitation, online and offline sources, entities and individuals affiliated with us, our service providers, social media platforms, advertising networks, and other public or commercial sources (collectively, “Third Party Sources”).

The collection of Personal Information from these Third Party Sources can occur in a variety of ways, including, without limitation:

- a) When you access, use, or interact with our Platform through Third Party Sites, associate your access, use, or interaction with our Platform with Third Party Sites, or share our content via Third Party Sites, you acknowledge that you are authorizing us to collect, share, store and use any Personal Information we receive from those Third Party Sites about you. In some cases, you may be able to revoke our access to your Personal Information and other content and

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information we receive from Third Party Sites by changing the appropriate settings for your account with the applicable Third Party Site;

- b) When you use single sign-on tools. Some of the features of our Platform may provide you with the ability to register and sign into our Platform through the accounts you have with certain third parties, such as Google (“**Third Party Single Sign on Providers**”). When you use these features, we, or third parties acting on our behalf, gather the data necessary to create an account on our Platform from the applicable Third Party Single Sign On Provider, which may include, without limitation, your name, email address, IP address, device model, device operating system and web browser, time zone, carrier, screen size, processor cores, total disk space and remaining disk space. Your data associated with the applicable Third Party Single Sign On Provider will not be sold, redisclosed or edited through this process. Your ability to use this option may be limited where the applicable Third Party Single Sign On Provider requires you to use a device or operating system that meets that Third Party Single Sign On Provider’s requirements. Please note, by using these features, the applicable Third Party Single Sign On Provider will know that you are signing into our Platform and that you are a user of our Platform; or
- c) We, or third parties acting on our behalf, may receive Personal Information about you from third parties that provide services to us through or in connection with our Platform (“Service Providers”). Service Providers may include, without limitation, third parties that host our Platform, parties that provide us services related to the communications we send and receive, and other financial institutions and financial services companies that we partner with to provide our Services.

Our collection, use, disclosure, and storage of the Personal Information we receive from Third Party Sources will be as described in this Policy.

Please note, we may combine the Personal Information and other content and information we receive about you from multiple sources, including, without limitation, Personal Information we collect directly from you and one or more Third Party Sources.

- d) **How We Use Your Information.** We may use your Personal Information and Usage Information in a manner that is consistent with this Privacy Policy and the context of our relationship with you. We will use your Personal Information and Usage Information collected through the Site for the following purposes:
 - a) To identify you when you sign in to your account and validating your identity;
 - b) To respond to your requests and to provide you with the Services;
 - c) Carrying out our obligations and enforcing our rights arising from any contracts we have entered into, including, without limitation, any contracts between you and us;
 - d) sending you emails to provide you with alerts and updates about your engagement with our Platform, including without limitation informing you if relevant job postings would be a good fit;
 - e) To respond to your inquiries and contact you about changes to the Site and/or the Services;
 - f) To send you notices (for example, in the form of e-mails, mailings, and the like) regarding products or services you are receiving, and for billing and collection purposes;

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- g) To send you information we think you may find useful or that you have requested from us;
- h) To enhance and improve the Site or the Service, such as through personalized features and content;
- i) To analyze the use of the Site and the Service and the people visiting to improve our content and Site and the Service;
- j) To investigate, prevent, or take action regarding illegal activities, suspected fraud, situations involving potential threats to the physical safety of any person, violations of our policies, or as otherwise required by law;
- k) For any other purposes disclosed at the time the information is collected or to which you consent; and
- l) As otherwise specifically described in this Privacy Policy.

3. **Disclosure of Personal Information to Third Parties.** We do not disclose your Personal Information to third parties for their direct marketing purposes.

To operate our Platform and provide our Services, we may share certain Personal Information that we, or third parties acting on our behalf, have collected, with certain third parties under the following circumstances:

- **With your consent:** Except for as outlined below, we only share your Personal Information with third parties when you have directed us to do so;
 - **With our Service Providers.** We may share your Personal Information with our Service Providers as needed to complete any transaction or provide any Service you have requested or in connection with the services they provide to us, including, without limitation, order fulfillment, marketing of our products and services, data hosting, fraud protection and prevention, and as otherwise provided in this Privacy Policy. We require these Service Providers to exercise reasonable care to protect your Personal Information and restrict their use of your Personal Information to the purposes for which it was provided to them;
 - **For mergers and acquisitions.** If we or all or substantially all of our assets are acquired, we expect that the information that we have collected, including Personal Information, would be transferred along with our other business assets.
 - **For legal reasons:** We may disclose your Personal Information and Usage Information to government authorities and to other third parties when compelled to do so by government authorities, at our discretion, or otherwise as required by law, including but not limited to in response to court orders and subpoenas. We may also disclose your Personal Information and Usage Information when we have reason to believe that someone is or may be causing injury to or interference with our rights or property, other users of this Site, or anyone else that could be harmed by such activities.
4. **How We Protect Your Information.** We take commercially reasonable steps to protect the Personal Information from loss, misuse, and unauthorized access, disclosure, alteration, or

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destruction. Please understand, however, that no security system is impenetrable. We cannot guarantee the security of our databases, nor can we guarantee that the information you supply will not be intercepted while being transmitted to and from us over the Internet. In particular, e-mail sent to or from us may not be secure, and you should therefore take special care in deciding what information you send to us via e-mail.

If you become aware of any breach of Platform security or this Policy, please notify us immediately.

5. **Accessing and Modifying Account Information.** You may update the information that is stored in your user account by visiting <https://www.candidatecollective.com/> or by e-mailing us at basim@candidatecollective.com.
6. **Your Choices.** If you wish to stop receiving promotional e-mails, you may do so by visiting <https://www.candidatecollective.com/> or by e-mailing basim@candidatecollective.com. You may also choose to unsubscribe from our emails by following the instructions in the bottom of the email.
7. **Managing Your Personal Information.** To request deletion of your Personal Information, please submit a request to us by emailing us at basim@candidatecollective.com. Only you, or a party that you authorize to contact us on your behalf, may make a request related to the deletion of your Personal Information. You may also make a request on behalf of your minor child. Your request for deletion must:
 - Provide sufficient information that allows us to reasonably verify you are the person about whom we collected Personal Information or an authorized representative.
 - Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

We cannot respond to your request or delete your Personal Information if we cannot verify your identity or authority to make the request and confirm the Personal Information relates to you.

Making a request does not require you to create an account with us and we will only use Personal Information provided in connection with a request for deletion to verify the requestor's identity or authority to make the request.

We endeavor to respond to deletion requests within a reasonable time period after we receive a deletion request. If we are unable to fully comply with your request to delete your applicable Personal Information, our response will explain the reasons why we are unable to fully fulfill your request.

8. **Links.** The Website may contain content, services, advertising and other materials that link to websites operated by third parties. We have no control over those other sites, and this Privacy

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Policy does not apply to them. Please refer to the privacy policies of those sites for more information on how the operators of those sites collect and use your Personal Information.

9. **Shine the Light Law.** If you are a California resident, under California's Shine the Light Law (California Civil Code Section 1798.83) you have the right to request the following information regarding our disclosure of your Personal Information to third parties for direct marketing purposes: (1) the categories of Personal Information we disclosed to third parties for their direct marketing purposes during the preceding calendar year; (2) the names and addresses of the third parties that received the information; and (3) if the nature of the third party's business cannot be determined from their name, examples of the products or services they marketed. This information may be provided in a standardized form that is not specific to you. If you are a California resident and you wish to opt out, please send an e-mail to basim@candidatecollective.com.
10. **Do Not Track.** We do not monitor, recognize, or honor any opt-out or do not track mechanisms, including general web browser "Do Not Track" settings and/or signals.
11. **Important Notice to Users Outside the U.S.** The Site and the Services are operated in the United States. If you are located outside of the United States, please be aware that any information you provide to us will be transferred to the United States. By providing us with any information through the Site or the Services, you consent to this transfer.
12. **Changes to This Privacy Policy.** This Privacy Policy is effective as of the date stated at the top of this Privacy Policy. Because the methods used to protect your Personal Information and the Services we provide are continually evolving, this Policy may change at any time. Unless otherwise noted, those changes will be effective as soon as they are posted. If changes are made to this Policy, we will make it known on our Platform or by email and will indicate the last date it was updated above. Please check back periodically to see if our Policy has been updated. By accessing the Site or using the Services after we make any such changes to this Privacy Policy, you are deemed to have accepted such changes. Please refer back to this Privacy Policy on a regular basis.
13. **How to Contact Us.** If you have questions about this Privacy Policy, please e-mail us at basim@candidatecollective.com.