

Your privacy is important to us. We created this Privacy Policy to explain how we collect, use, and share the information that we collect from and about you on our websites (collectively, the “Site”), or by you installing and using our mobile applications (regardless of operating system) (each “Mobile App”), or by your use of any of our programs, content, materials, functionality (collectively, the “Content”) offered on or through the Site or Mobile App. Any Site, Mobile App, or Content that displays this Privacy Policy is owned and operated by BABs Hiring Services.

By using this Site, Mobile App, or any Content, you agree to the terms of this Privacy Policy.

## **Information Collected**

***Information You Provide:*** We collect information that you provide to us when you inquire about or purchase products and/or services through this Site, Mobile App, or Content. If you refuse to provide any requested information (whether or not required), you may not be able to take full advantage of this Site, Mobile App, or Content and its features. Personal information includes any information that can be used to identify or contact you, such as your name, postal address, email address, telephone number, Social Security number, or other similar identifiers that permit the physical or online identification of a specific individual. On certain Sites, Mobile Apps, or Content, we may also collect from you information about your contacts, such as their email addresses, to share an article or other content. For prospective and current insurance agents, by submitting your contact information on web forms or on applications, you opt-in to being contacted by us via email, phone call, and/or SMS messaging. You can contact us at any time to opt-out of any communication.

***Information from Third Parties:*** We may also collect information about you from third parties, such as credit reporting agencies, a social media site, or a plug-in you use to log into or connect to this Site, Mobile App, or Content. We may associate or combine the information you provide through this Site, Mobile App, or Content with this information collected from third parties.

***Social Media:*** We may use different social media websites and applications to interact with you. Any information collected about you from our interactions with you or other users (e.g., any users who are connections of yours) is subject to the requirements and restrictions set out in our social media best practices.

***Information Automatically Collected:*** When you use this Site, Mobile App, or Content, the server may automatically recognize you by a “cookie” or other tracking technology. These technologies act as unique identifiers and allow us to tailor this Site, Mobile App, or Content to your specified interests and keep track of your activity on this Site, Mobile App,

or Content. This information may be added to your user profile and used to deliver offers and advertisements that we believe are relevant to your interests.

Furthermore, we may retrieve certain information from your browser (e.g., browser type, referrer URL, date and time of your visit, IP address) and device (e.g., MAC address, device type, screen resolution, and OS version). We use this information to monitor the performance of this Site, the Mobile App, and our Content, analyze traffic patterns and usage, ensure that this Site, Mobile App or Content, and any related transactions function properly, and that they gather demographic information about our user base as a whole. This information may also be appended to your user profile so that we may further tailor this Site, Mobile App, or Content to your interests and send you offers based on such information.

Our advertisers, publishers, and other third-party partners may also utilize third-party cookies and other tracking technologies like clear pixel GIFs (i.e., Web beacons) to identify you and monitor your activity on our website. We and our third-party partners may use these technologies to measure responses to e-mails and page views on this Site, Mobile App, or Content and on our third-party partners' websites. You can opt out of some of our third-party partners' use of cookies and other technologies at <https://optout.aboutads.info>.

***Tracking Options and California Do Not Track Disclosures:*** Certain parts of this Site, Mobile App, or Content require "cookie" technologies (e.g., pixel tags), and we may use them to deliver more relevant advertising and to link data collected across other devices you use. You can adjust your settings to limit tracking (e.g., cookies or pixel tags), but as a result, you may not be able to use certain features of this Site, Mobile App, or Content or take full advantage of all of our offerings. Please refer to your device or browser settings for more information on how to delete or decline cookies and control your tracking preferences. This Site, Mobile App, or Content does not respond to do not track signals from most browsers.

## **Information Use**

We use your information to:

- Respond to your inquiries and requests (e.g., emails, fulfillment mailings, newsletters, text);
- Complete and fulfill any inquiry for information for potential applications to open positions
- Schedule interviews and relay any information necessary to applicant and potential employers

- Provide, maintain, and improve customer service;
- Tailor your experience with services that correspond with your interests;
- Develop new products and enhance and improve our Sites, Mobile App, or Content and business;
- Respond to your inquiries and communicate with you regarding the potential employer that may be of interest to you; or
- Allow you to send messages to a friend through this Site, Mobile App, or Content.

In addition, we may aggregate your information with that of our other users and use that information for benchmarking and analysis purposes.

We have a lawful basis for collecting and processing your information if (a) you have consented to such processing; (b) we have a legitimate interest for processing your data, like analytics, fraud prevention, improving our Sites, Mobile App, or Content and our business, and direct marketing; or (c) we are legally required to process it.

### **Information Sharing**

Additionally, we may share your information (a) with other of our affiliated businesses; (b) with third-party partners who will provide you with information about their products and services; (c) with our third-party service providers who provide services like payment processing, IT, and data analysis; (d) if you choose to send a message through this Site, Mobile App, or Content, or contribute to public areas of this Site, Mobile App, or Content (e.g., message boards, blogs); and (f) with a third party in the event of a sale or transfer of all or part of our business (including in connection with any bankruptcy proceeding).

Subject to the next paragraph, for prospective and current candidates or applicants, mobile information, including text messaging originator opt-in data and consent, will not be shared to third parties for purposes of marketing to you. For prospective and current candidates or applicants, by submitting your contact information on web forms or on applications, you opt-in to being contacted by us via email, phone call, and/or SMS messaging. You can contact us at any time to opt-out of any communication.

We may also access and disclose your information to (a) comply with legal process; (b) to respond to lawful requests from authorities, including public and government authorities outside your country of residence, and to meet national security or law enforcement requirements; (c) to enforce our terms and this Privacy Policy; (d) to protect our business (e) to protect our rights, privacy, safety, or property and/or that of others; or (f) as necessary under applicable law, including laws outside your country of residence.

## **Other Websites**

This Site, Mobile App, or Content may contain links to third-party owned and/or operated websites. We are not responsible for the privacy practices or content of such third-party websites. These third-party websites have separate privacy practices; we have no responsibility or liability relating to such practices; and such practices govern your use of these websites.

We may use third-party vendors to assist us with the services and products we provide. Some examples of the assistance that third-party service providers may provide are: monitoring and analyzing Site, Mobile App, or Content activity, operations and marketing assistance, hosting the Site, Mobile App, or Content, and maintaining our database. It is possible that some of these service providers will be located outside of the United States. We may share your information with these service providers, but only as necessary for them to perform their functions and to the extent permitted by law. Use of your information by these service providers is governed by their own privacy policies and procedures and not by this Privacy Policy.

To the extent permitted by law, we may also disclose information when required by law, court order, or other government or law enforcement authority or regulatory agency, or whenever we believe that disclosing such information is necessary or advisable, for example, to protect the rights, property, or safety of us or others.

## **Our Commitment to Your Privacy**

BABs Hiring Services is committed to ensuring that our practices regarding the privacy of the personal information we collect from you align with industry norms, adhere to contractual obligations, and comply with all applicable laws. BABs Hiring Services' Privacy Office is committed to continual improvement and the effectiveness of privacy safeguards that our BABs Hiring Services employees need to adhere to through various mechanisms. These mechanisms include maintaining and assessing our privacy policies, routine evaluations, reporting standards, due diligence standards, training programs, and other methodologies.

## **Security**

We follow industry standards to protect your personal information from loss, misuse, unauthorized access or disclosure, alteration, or destruction. These standards include reasonable administrative, physical, and technical safeguards, such as encrypting sensitive information. Understand, however, that no security system is impenetrable. We cannot guarantee the security of our databases, and please understand that email or other communications over the Internet, as well as SMS or text messages, are not secure and

may be intercepted while being transmitted to and from us over the Internet, by WiFi, or other means. We strongly recommend that e-mail messages do not contain personal or confidential information, particularly highly identifiable, sensitive information such as your Social Security number and driver's license information.

## **Children**

We do not knowingly collect, use, or share the personal information of children under age 13, and this Site, Mobile App, or Content is not directed to individuals under 13. If we are made aware that we have collected personal information from an individual under age 13, we will delete this information as soon as possible.

## **Choices and Access**

**Marketing Emails:** To stop receiving marketing e-mails from us, email your request here [support@babs-hiring-services-llc.com](mailto:support@babs-hiring-services-llc.com) and request to unsubscribe. Even if you unsubscribe, we may still send you administrative (i.e., non-marketing) messages. To unsubscribe from a third party's communications, contact that third party directly or follow the instructions to unsubscribe in the applicable marketing e-mail.

**Certain Sharing with Third Parties:** To opt out of our sharing of your personal information with third parties for their own marketing purposes, contact us at [support@babs-hiring-services-llc.com](mailto:support@babs-hiring-services-llc.com) with your name, address, and phone number and request that we suppress your personal information going forward. Please note that we will not be able to remove your personal information from the third parties' databases, and you will need to contact them directly and/or use any available opt-out mechanisms that they may have.

**Access and Deletion:** You may ask whether we hold any of your personal information (or request its deletion) by contacting us at [support@babs-hiring-services-llc.com](mailto:support@babs-hiring-services-llc.com) and provide your name, address, and phone number.

For prospective and current candidates or applicants, if you wish to opt-out of SMS messaging, please reply STOP at any time to opt-out of SMS messaging.

## **Retention Period**

We will retain your personal information for as long as is needed to provide you with our products and services, unless a longer retention period is required or permitted by law.

## **Operation of Our Site, Mobile App, Content, and Business**

Our Site, our Mobile App, our Content, and our business are operated in the United States and are intended for United States residents. This Site, Mobile App, or Content is not

intended for or to be used by anyone who resides outside of the United States.

BABs Hiring Services are committed to maintaining the privacy of our applicants, employees, and contractors ensuring it is handled appropriately. We collect and retain personal information, which is necessary information for us to fulfill our legal obligations to you.

### **Changes to This Privacy Policy**

We may amend this Privacy Policy from time to time. When we do, we will post an updated version of the Privacy Policy and revise the “LAST UPDATED” date at the top. Using this Site, Mobile App, or Content after any changes are made means you accept those changes and the revised Privacy Policy.

### **Our Business**

For purposes of this Privacy Policy, “you” or “your” means the person(s) using this Site, Mobile App, or Content or the products or services offered therein. “Us” or “we” includes the BABs Hiring Services.

### **Dispute Resolution**

You have the right to submit feedback about this Privacy Policy or the practices described in it to the applicable supervisory authority in your jurisdiction of residence.

### **Contact Us**

If you have any questions about this Privacy Policy or need to make changes, please contact us at:

[support@babs-hiring-services-llc.com](mailto:support@babs-hiring-services-llc.com)

636-297-9185