

# Privacy Policy

Your privacy and security is HireOwl's top concern. We have created this page in order to keep our Users and Service Providers (hereafter collectively referred to as "users") informed as to our privacy policy. However, it is the user's responsibility to occasionally review this policy, as changes may be made to it from time to time without notification.

## HOW WE USE YOUR INFORMATION

The use of HireOwl's services requires the submission and collection of personal information including, but not limited to, first names and surnames, addresses, and other contact information (such as phone numbers or email addresses). By registering with HireOwl, you agree to and allow our use of your information insofar as it relates to your experience on the website. That is, in registering and providing information, you agree that it will be viewed by other users as well as site moderators. Your use of HireOwl also allows HireOwl to contact you occasionally for the purpose of collecting information regarding user experience and/or for the purpose of the dissemination of promotional material (such as deals, specials, etc.). HireOwl does not collect information from minors, and if we find that a user is a minor (a person younger than eighteen years old) we will remove that user's information.

HireOwl also has the right to collect anonymous information (such as the number of mouse clicks or average amount of time spent on the website) for the purpose of analysis. Again, this information is anonymous, will remain anonymous, and is used only for the purpose of analyzing the use of our website so as to improve our users' experience. This information is also untraceable to any specific individual or user.

## HIREOWL DOES NOT SELL COLLECTED INFORMATION

HireOwl has never, does not, and will never sell the information we collect from our users to a third-party for marketing purposes. Your information is unequivocally your own.

HireOwl aims to have a safe and productive user experience. As such, we do not allow anonymous reviews. Our open review policy allows users to rate and respond to each other. The intent of our review process is to create a more open and more civil user experience on both ends.

Your submission of personal information on HireOwl also means you agree to share this information with the HireOwl staff as well as other Users and Service Providers. HireOwl does not guarantee that other users of this website will be as

careful with your information as we will be. Therefore, while HireOwl only shares your information with the service providers whom you have contacted or contracted, we are not responsible for the use of your information by these service providers. Please refer to the provider's own privacy policy.

HireOwl reserves the right to share anonymous demographic and analytic information with advertisers (NOT spam marketers). This information is anonymous and cannot be linked to any individual. HireOwl, however, also reserves the right to release the personal information of its users if: 1) the user has violated our terms of use policy; 2) HireOwl is required to by law (such as, but not limited to, a court order); or 3) the release of information is necessary to ensure the protection of the personal safety or property of HireOwl, HireOwl's associates, our users, or a member of the general public.

## SAFETY

The safety of our users is HireOwl's top priority. Our entire business structure, from the open review process to the payment system, was designed to protect the property and person of our users, including the personal information they submit to the website for view by other Users and Service Providers. With that said, the user must be aware that despite the number of security precautions taken, it is impossible to guarantee the safety of information on the Internet with complete certainty. HireOwl cannot claim that your information is totally, completely, and utterly safe from activities such as hacking or other illegal activity, or in the event of the malfunctioning or failure of equipment or networks.

Barring these events or activities, HireOwl takes every necessary precaution to secure and safeguard our users' privacy, person, and property.

## OTHER WEBSITES

Our users, affiliates, or employees may post hyperlinks to other websites on HireOwl. HireOwl is not responsible for the content or policies of these other websites.

## COOKIES

HireOwl stores user information in the form of cookies, allowing HireOwl to recognize users upon their return to the website. For example, many websites use cookies to log in returning users automatically. The user may disable cookie storage through their browser at the cost of slightly inhibiting their user experience on HireOwl.

## CONTACT US

Questions, comments, concerns? See something you like and want to say so? Have an idea for what we're missing? Contact HireOwl at [HireWisely@HireOwl.com](mailto:HireWisely@HireOwl.com).