

# Business Talent Solutions Privacy Policy

## About Business Talent Solutions

Thanks for using our products and services (“Services”). TAD Services are provided by Business Talent Solutions (“BTS”), located at 11586 Bridle Path Lane, Placida, FL 33946, United States.

By using our Services, you are agreeing to the following Privacy Policy.

## Our Privacy Pledge

Our commitment is to put users first. We strive to be transparent about how we collect and use your information, to keep your information secure and to provide you meaningful choices.

This Privacy Policy is meant to help you understand what information BTS and its affiliates collect, why we collect it and what we do with it.

## Information Collection

We may collect and combine information when you interact with BTS Services as outlined below:

- When you create an account. (Please note, when you use our Services, we may recognize you or your devices even if you are not signed in to our Services.) Verizon Media may use device IDs, cookies, and other signals, including information obtained from third parties, to associate accounts and/or devices with you.
- When you use our Services to communicate with others or post, upload or store content (such as ratings, comments, photos, messaging, and attachments).
- All communications with us, including email content from incoming and outgoing mail.
- When you sign up for paid Services, use Services that require your financial information or complete transactions with us or our business partners, we may collect your payment and billing information.
- When you otherwise use our Services.
- Information from your devices (computers, mobile phones, tablets, etc.), including information about how you interact with our Services and information that allows us to recognize and associate your activity across devices and Services. This information includes device specific identifiers and information such as IP address, cookie information, mobile device and advertising identifiers, browser version, operating system type and version, mobile network information, device settings, and software data. We may recognize your devices to provide you with personalized experiences and advertising across the devices you use.

- Location information from a variety of sources.
- Information from Cookies and Other Technologies when you access content, applications, and other products.

### How We Use This Information

We are able to deliver, personalize, and improve our Services by combining and using the information we have about you to understand how you use and interact with our Services. We also may use the information we have about you for the following purposes:

- Provide, maintain, improve, and develop relevant features, content, and Services.
- Analyze your content and other information including assessments and emails and ratings you provide.
- Fulfill your requests and when authorized by you.
- Help advertisers and publishers connect to offer relevant advertising in their apps and websites.
- Match and serve targeted advertising (across devices and both on and off of our Services) and targeted advertising based on your device activity, inferred interests and location information.
- Contact you with information about your account or with marketing messages.
- Carry out or support.
- Conduct research and support innovation.
- Create analytics and reports for external parties, including partners, publishers, advertisers, apps, and the public regarding the use of and trends within our Services, including showing trends to partners regarding general preferences, the effectiveness of ads and information on user experiences. These analytics and reports may include aggregate or pseudonymized information.
- Provide location-based Services, advertising, search results, and other content consistent with your location settings.
- Combine information we have about you with information we obtain from business partners.
- Detect and defend against fraudulent, abusive, or unlawful activity.

We provide you with controls to manage your experience with us. For example, you can review or edit your profile information, control the assessments you take and the ratings you provide, and opt out of further use of our services. If you opt out, you may continue to see some ads.

## How We Share This Information

BTS shares information with its affiliated brands, companies, vendors, and service providers as is necessary to provide services that you have requested. We also share information we have about you for the purposes described in this Privacy Policy. We do not sell, license or share information that individually identifies our customers with companies, organizations or individuals outside of BTS unless one of the following circumstances applies:

- We will share information with companies, organizations or individuals outside of BTS when we have your consent.
- We provide user information to trusted partners who work on behalf of or with BTS based on our directions and in compliance with appropriate confidentiality measures.
- We may share aggregated or [pseudonymous](#) information (including demographic information) with partners, such as public agencies, workforce development organizations, publishers, advertisers, measurement analytics, apps, or other companies.
- We may access, preserve and disclose information to investigate, prevent, or take action in connection with legal process and legal requests.
- If the ownership or control of all or part of BTS or a specific Services changes as a result of a merger, acquisition or sale of assets, we may transfer your information to the new owner.

## Information Security and Data Retention

BTS has technical, administrative and physical safeguards in place to help protect against unauthorized access, use or disclosure of customer information we collect or store.

## Protecting Children's Privacy

Our Services are for a general audience. We do not knowingly collect, use, or share information that could reasonably be used to identify children under age 13 without prior parental consent or consistent with applicable law.

## Data Processing and Transfers

When you use or interact with any of our Services, you consent to the data processing, sharing, transferring and uses of your information as outlined in this Privacy Policy. Regardless of the country where you reside, you authorize us to transfer, process, store and use your information in countries other than your own in accordance with this Privacy Policy and to provide you with Services. Some of these countries may not have the same data protection safeguards as the country where you reside.

BTS may process information related to individuals in the EU/EEA and may transfer that information from the EU/EEA through various compliance mechanisms, including data processing agreements based

on the EU/EEA Standard Contractual Clauses. By using our Services, you consent to us transferring information about you to these countries.

#### Other Important Information

This Privacy Policy Applies Only to BTS. This Privacy Policy does not apply to the practices of companies that BTS does not own or control, or to people that BTS does not employ or manage. In addition, some affiliated products may have different privacy policies and practices that are not subject to this Privacy Policy.

#### Changes

We may update this Privacy Policy from time to time, so you should check it periodically. If we make changes that are material we will provide you with appropriate notice before such changes take effect.

#### Questions & Suggestions

If you have questions, suggestions, or wish to make a complaint, you can contact us at:

Business Talent Solutions, Inc.  
Customer Care - Privacy Policy Issues  
11586 Bridle Path Lane  
Placida, FL 33946