

DiverseNote Privacy Policy

Effective Date: October 1, 2016

DiverseNote, Inc. ("DiverseNote", "Company", "we", or "us") respects your privacy and is committed to protecting it through compliance with this policy.

Highlights	
Information Collection, Use, and Sharing	We share candidate personal and sensitive information with employers that have registered with our site. Those employers have agreed to keep candidate information confidential, use it only for the purpose of potentially employing that individual, and to otherwise comply with our Terms of Use and Privacy Policy when handling that information.
Advertising and Contact@DiverseNote.com Marketing	We will present candidates with customized banner advertisements on the site. Those ads will be targeted based on non-personal information, i.e., demographic categories. Candidates may opt out of these targeted ads (though not ads in general) by contacting us at CONTACT@DIVERSENOTE.COM. Candidates and employers may also opt out of marketing our products and services in the same manner.

1. Introduction

This policy describes the types of information we may collect from you or that you may provide when you use <http://www.diversenote.com> (the "site"), and our practices for collecting, using, maintaining, protecting, and disclosing that information. Use of the site is governed by the laws of the United States.

When you provide us with information, you acknowledge that the information will be stored and processed on servers located in the United States.

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our site. By downloading or using this site, you agree to this privacy policy.

This policy may change from time to time. Your continued use of the site after we make changes is deemed to be acceptance of those changes, so please check the policy periodically for updates.

2. Children Under the Age of 13

Our site is not intended for children under 13 years of age. No one under age 13 may provide any personal information to or on the site. We do not knowingly collect personal information from children under 13. If you are under 13, do not use or provide any information on this site or on or through any of its features, register on the site, make any purchases through the site, use any of the interactive or public comment features of this site, if any, or provide any information about yourself to us, including your name, address, telephone number, contact@DiverseNote.com address or any screen name or user name you may use. If we learn we have collected or received personal information from a child under 13, we will delete that information. If you believe we might have any information from or about a child under 13, please contact us at CONTACT@DIVERSENOTE.COM.

3. Information We Collect About You and How We Collect It

We may collect several types of information from and about users of our site, including information:

- By which you or others may be personally identified, such as name, postal address, contact@DiverseNote.com address, username and password, and phone number ("personal information").
- Regarding your demographic profile, including your gender, ethnicity, race, disability, or veteran or LGBTQ status ("sensitive information").
- About your internet connection, the equipment you use to access our site and usage details.
- Concerning your company, including a tax ID number ("company information").

We collect this information:

- Directly from you when you provide it to us.
- Automatically as you navigate through the site. Information collected automatically may include usage details, IP addresses and device information collected through cookies and web beacons.

4. Information You Provide to Us

The information we collect on or through our site may include:

- Information that you provide by registering for our site, including through any social media platform through which you register. We may also ask you for information when you enter a contest or promotion sponsored by us, fill out a survey, and when you report a problem with our site.
- Records and copies of your correspondence (including contact@DiverseNote.com addresses), if you contact us.
- Your search queries on the site.
- Any other information that you permit a social media platform to share with our site.

5. Automatic Information Collection

When you download, access, and use the site, we may automatically collect certain details of your access to and use of the site, including traffic data, location data, logs, and other communication data and the resources that you access and use on or through the site. We use the following technologies to collect this information:

Cookies. A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting you may be unable to access certain parts of our site. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our site.

Web Beacons. Pages of the site may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags and single-pixel gifs) that permit us to do things like count users who have visited those pages, record the popularity of certain site content, and verify system and server integrity.

6. How We Use Your Information

We may use information that we collect about you or that you provide to us, including any personal, sensitive, or company information:

- To present our site and its contents to you.
- To provide you with information, products or services that you request from us.
- To fulfill any other purpose for which you provide it.
- To provide you with notices about your account/subscription, including expiration and renewal notices.
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collection.
- To notify you about changes to our site or any products or services we offer or provide through it.
- To allow you to participate in interactive features on our site.
- To process and deliver contest entries and rewards.
- To market our or our partners' products or services to you.
- In any other way we may describe when you provide the information.
- For any other purpose with your consent.

7. Disclosure of Your Information

We may disclose personal, sensitive, or company information that we collect or you provide as described in this privacy policy:

- To our subsidiaries and affiliates.
- To contractors, service providers, and other third parties we use to support our business and who are bound by contractual obligations to keep personal information confidential and use it only for the purposes for which we disclose it to them.
- To fulfill the purpose for which you provide it.
- For any other purpose disclosed by us when you provide the information.
- With your consent.

We may also disclose your personal, sensitive, or company information:

- To comply with any court order, law or legal process, including to respond to any government or regulatory request.
- To enforce or apply our terms of use and other agreements.
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of DiverseNote, our customers or others. This includes exchanging information

with other companies and organizations for the purposes of fraud protection and credit risk reduction.

8. Payment Information

You may be asked to provide payment information to access certain services on the site. That information will be collected and processed by a third party vendor on our behalf.

9. Accessing and Correcting Your Personal Information

You may send us an e-mail at CONTACT@DIVERSENOTE.COM to, correct, or delete any personal, sensitive, or company information that you have provided to us. Note that we may not be able to delete your information except by also deleting your user account. And we may not accommodate a request to change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.

10. Choices About How We Use and Disclose Your Information

If you do not wish to have us use your personal information to promote our own products or services via contact@DiverseNote.com, or if you do not wish to have us use your sensitive information to provide you with targeted site content from us or our partners (in which case you will still see ads, but they will not be specifically customized for your demographic), you may opt out of either or both of those things by contacting us at CONTACT@DIVERSENOTE.COM. You may also unsubscribe to our contact@DiverseNote.coms by using the link in any contact@DiverseNote.com message you receive. We may, however, still use your contact@DiverseNote.com address to contact you regarding your use of our site.

11. Data Security

We have implemented measures designed to secure your personal, sensitive, and company information from accidental loss and from unauthorized access, use, alteration, and disclosure. All information you provide to us is stored on our secure servers behind firewalls.

The safety and security of your information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our site, you are responsible for keeping this password confidential. We ask you not to share your password with anyone. We urge you to be careful about giving out information in public areas of the site like message boards. The information you share in public areas may be viewed by any user of the site.

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted to our site. Any transmission of personal, sensitive, or company information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the site.

12. California Privacy Rights

We do not disclose personal information to third parties for their direct marketing purposes, and so do not respond to requests under California Civil Code Section § 1798.83. We also do not respond to Do Not Track browser signals.

13. Contact Us

Please send your feedback, comments, requests for technical support, notices of copyright infringement, and all other communications to us at CONTACT@DIVERSENOTE.COM.