

## Privacy Policy

Work In Sports, LLC  
Last Updated: 3/19/2020



This privacy policy (the "Privacy Policy") applies to <http://www.workinsports.com/> (the "Site") owned and operated by Work In Sports, LLC, an Arizona limited liability company ("Work In Sports," "we," "us," or "our"). This privacy policy describes how Work In Sports collects and uses the Personal Information you provide on our Site. It also describes the choices available to you regarding our use of your Personal Information and how you can access and update this information.

### Dedicated to your privacy

Your privacy is important to us. Our goal is to earn and keep your trust, according to the following principles:

- We will never share your contact information with a recruiter or hiring manager, unless both of you choose to contact one another regarding an open position.
- By uploading your resume, you are agreeing to share your other information with recruiters, employers, and other parties that may be interested in contacting you regarding a career opportunity.
- Any sensitive information that you provide will be secured with all industry standard protocols and technology.

**We do not intend for our sites to be used by minors and we do not knowingly collect any Personal Information from anyone under the age of 18.** If you believe we have accidentally collected such information, please contact us immediately at [privacy@WorkInSports.com](mailto:privacy@WorkInSports.com).

When this Privacy Policy uses the term "Personally Identifiable Information" or "Personal Information," we mean information that identifies a particular individual, such as your full name, street address or email address. When other information, such as your target job category, is associated with Personal Information, it also becomes Personally Identifiable Information for the purposes of this privacy policy. IP addresses are considered Personally Identifiable Information only when they are or reasonably can be linked to other information that identifies a particular individual, which only occurs when you create an account or log-in to an account from a certain IP address.

Please read this Privacy Policy to learn more about the ways in which we use and protect your Personal Information.

### Types of Information We Collect

Category	Collected
A. Unique Personal identifiers (e.g. IP addresses, beacons, cookies, pixel tags, mobile ad identifiers, customer numbers, unique pseudonyms, user aliases, and telephone numbers).	YES
B. Personal Information that identifies, relates to, describes, or is capable of being associated with, a particular individual (including authentication credentials like usernames and passwords to access our Site).	YES
C. Authentication credentials like usernames and passwords to access our Site	YES
D. Payment Information	YES*
E. Protected classification characteristics under California or federal law.	YES**
F. Commercial information.	NO
G. Biometric information.	NO
H. Internet or other similar network activity.	YES
I. Geolocation data.	YES
J. Sensory data.	NO
K. Professional or employment-related information.	YES**
L. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	NO
M. Inferences drawn from other Personal Information.	NO

\*We use third-party payment processors to help process payment information. Your information is submitted directly to those third-party vendors and we never store that information on our internal services. See "Payments and Billing" section below for more details.

\*\*We only collect information under categories E and K if it is included on your resume or submitted by you during your career searches. If you do not wish for this type of information to be collected, please omit it from your submissions. See "Resume" section below for more details.

## **Business Purposes**

We use the collected information (as categorized above) for certain "Business Purposes." These Business Purposes include auditing interactions with consumers, auditing and ensuring the security of the Site, debugging or repairing functions on our Site, performing services as disclosed to you (including to recognize you when you return to our Site), certain short-term or transient purposes, internal research for optimizing our operations and services, to enhance your use of the Site (including recognizing you when you return or to speed up your searches), and to maintain and verify the quality and safety of activities involving our Site. Business Purposes do not include sharing your Personal Information with third parties for their own marketing purposes, though we may still do so as otherwise described in this Privacy Policy.

We will use your Personal Information for internal purposes to communicate with you and deliver job and career related material to you.

## **How we Collect and Use Information**

### *Registration*

Our basic registration forms require users to provide contact information, including name, mailing address, and email address. You may submit other Personal Information to us through use of your account or by submitting a resume, including Phone Number, Photograph, Zip Code, Company Name, Current or Past Employers, Dates of Employment, Employee Referral Information, Income Information. We use this information to contact you about the services on our Site in which you have expressed interest.

If you sign-up with a social media account, we collect your name and contact information as is recorded with that social media service. We do not collect or store your log-in information that you use to access your social media accounts, and only collect and use tokenized credential information to authenticate your account as is consistent with industry standard for use of those services. We do not collect, store, or use any other information from your social media accounts, such as your contacts on that social media platform, your regular social media activity, or your interactions with other social media users.

### *Resume*

Should you post your resume, the amount of information you choose to keep confidential is entirely up to your discretion. You may enter as much or as little information as you choose. If you do not wish to reveal your contact information to hiring authorities, you

may still post your resume as Confidential. All information posted will only be visible to recruiters and companies seeking employees.

#### *Target Job Information*

We also use Personal Information to provide you with targeted job information. For example, your email job alert will contain job information based on the job locations and categories you choose.

#### *Service Providers*

We may provide your Personal Information to companies that provide services to help us with our business activities such as offering customer support or facilitating our technical operations. We do not knowingly use any service providers that will use your Personal Information for any material purpose other than to provide certain Business Services as requested or that will use your Personal Information for any other purpose including their own marketing.

#### *Payments and Billing*

Should you choose to purchase services, your credit card and other additional information necessary to process your payment will be collected ("Billing Information"). We use Billing Information for billing purposes only. We use third parties to provide credit card processing services on our site. If you purchase a service, we will share your Billing Information with this service provider to bill you for the services purchased. If we have trouble processing your order, we will use your information to contact you. Sensitive information such as your credit card information will be kept completely private and encrypted during collection and transmission to our credit card processors (see Security).

Your payment information is submitted directly to our payment processors and we do not collect or store payment information on our internal servers. Information passed to our payment processors is subject to each of their privacy policies, and we do not have any direct control over their privacy practices. Our payment processor privacy policies may be found below:

- BrainTree – <https://www.braintreepayments.com/legal/braintree-privacy-policy>
- PayPal – <https://www.paypal.com/us/webapps/mpp/ua/privacy-full>
- Stripe – <https://stripe.com/privacy>

#### *Testimonials*

We post consumer testimonials on our Site. All testimonials in which Personal Information is included are always consented to prior to posting. If you wish to update or delete your testimonial, you can contact us at [privacy@WorkInSports.com](mailto:privacy@WorkInSports.com).

#### *Blog*

Our Web site offers publicly accessible blogs or community forums. You should be aware that any information you provide in these areas may be read, collected, and used by others who access them. To request removal of your Personal Information from our blog or community forum, contact us at [privacy@WorkInSports.com](mailto:privacy@WorkInSports.com). In some cases, we

may not be able to remove your Personal Information, in which case we will let you know if we are unable to do so and why.

### *Work In Sports Emails*

As a registered user of WorkInSports.com, you will automatically receive our service announcements (e.g., email address confirmation, signup confirmation, administrative messages, etc.) at your email address. Service announcements may contain information vital to your account; you may not unsubscribe from service announcements unless you deactivate your account. We may also send you the following optional types of emails:

- “Job Alerts” are notifications of new jobs posted to Work in Sports that may interest you. We do not share your Personal Information with posters who trigger Job Alerts notifications unless otherwise described in this Privacy Policy.
- “Career Event Notifications” keep you informed with events like career fairs and conferences which you may be interested in to advance your career. We do not share your Personal Information with organizers of career events.
- “Special Offers” are opportunities provided to you by third-party partners (“Promotional Partners”) as an added benefit of your membership with Work In Sports. We do not share your Personal Information with Promotional Partners, though we may send their marketing materials to our users through our communication channels for monetary or other compensation.

By default, you are automatically opted-in for Job Alerts, Career Event Notification, and Special Offers. You may opt out of these optional emails or otherwise update your email preferences by logging onto your Account Settings page. In addition, each permission-based email communication from us contains an unsubscribe link in the footer you can click to be instantly removed from that program.

### *Marketing Partners*

We may partner with businesses to help you receive information related to your career, such as advice, events, or opportunities (“Marketing Partners”). Unlike Promotional Partners, Marketing Partners may receive your Personal Information to help them provide you career-related information relevant to you. We may receive monetary or other compensation from Marketing Partners. You may directly share your Personal information with our marketing partners so they can deliver career and job-related content directly to you. It is solely at your discretion if you choose to provide additional personally identifiable information to a marketer by making a purchase, requesting additional information, or communicating directly with the company or organization after using its website. If you do not want us to share your Personal Information with these companies, you may opt-out on your Account Settings Page or by [contacting us here](#).

### **Tracking Technologies**

Work In Sports, LLC and its partners use cookies or similar technologies to analyze trends, administer the website, track users' movements around the website, and to gather demographic information about our user base as a whole. You can control the use of cookies at the individual browser level, but if you choose to disable cookies, it may limit your use of certain features or functions on our website or service.

The use of cookies by our partners, affiliates, and service providers is not covered by our privacy statement. We do not have access or control over these cookies. Our partners, affiliates, and service providers use session ID cookies to enhance your web browsing experience.

### **Log Files**

As is true of most websites, we gather certain information automatically and store it in log files. This information may include internet protocol (IP) addresses, browser type, internet service provider (ISP), referring/exit pages, operating system, date/time stamp, and/or clickstream data. We do link this automatically collected data to other information we collect about you, and as described above, this information is considered Personal Information when linked to other information that may be used to uniquely identify you, such as that gathered upon registration or the use of our services.

### **Behavioral Targeting / Re-Targeting**

We partner with a third party to either display advertising on our website or to manage our advertising on other sites. Our third party partner may use technologies such as cookies to gather information about your activities on this website and other sites in order to provide you advertising based upon your browsing activities and interests. If you wish to not have this information used for the purpose of serving you interest-based ads, you may opt-out by clicking contacting us at [privacy@WorkInSports.com](mailto:privacy@WorkInSports.com). Please note this does not opt you out of being served ads. You will continue to receive generic ads.

### **Security**

The security of your Personal Information is important to us. When you enter sensitive information (such as credit card) on our registration or order forms, we encrypt that information using secure socket layer technology (SSL).

Work In Sports has implemented and follows industry standard measures to protect against unauthorized access to and unlawful interception or processing of Personal Information. We also protect account information by placing it on a secure portion of our Web site that is only accessible by certain qualified employees of Work In Sports. Unfortunately, no data transmission over the Internet is 100% secure. While we strive to protect your Personal Information, we cannot ensure or warranty the security of any such Personal Information.

### **Links to Other Sites**

Our site, WorkInSports.com, contains links to other Web sites. Please note that when you click on one of these links, you are entering another website over which we have no control and will bear no responsibility. Often these sites require you to enter your information as you apply for a job directly with the hiring company. We encourage you to read the privacy policy on all such Web sites as their policies may differ from ours.

### **Social Media**

Our Web site includes Social Media Features, such as the Facebook Like button and Widgets, such as the Share this button or interactive mini-programs that run on our site. These Features may collect your IP address, which page you are visiting on our site, and may set a cookie to enable the Feature to function properly. Social Media Features and Widgets are either hosted by a third party or hosted directly on our Site. Your interactions with these Features are governed by the privacy policy of the company providing it.

## **User Control of Personal Information**

We value the integrity and privacy of your personal information and believe you should have full control over its existence. You may see, modify, delete, or opt out of the sale of your information at any time through your Account Settings. All data requests submitted through your Account Settings will be processed automatically. Any requests submitted through customer support will be responded to in a reasonable amount of time, up to a maximum of 45 days.

### Access to Personal Information

Upon request Work In Sports will provide you with information about whether we hold any of your Personal Information. You may obtain what information we have collected about you through your Account Settings or by or by contacting [Customer Support](#).

### Information Modification and Rectification

In order for us to best serve your needs and to inform you of new information or opportunities that may be relevant to your job search. If your Personal Information or email changes, or if you no longer desire our service, you may correct, update, delete or deactivate it by making the change on your Account Settings page or by contacting [Customer Support](#).

### Opting Out of Data Sharing with Marketing Partners

Marketing Partners may receive your Personal Information to help them provide you career-related information relevant to you. We may receive monetary or other compensation from Marketing Partners. By default, you are opted-in to sharing your Personal Information with Marketing Partners, though may opt-out on your Account Settings Page or by [contacting us here](#). Once we have successfully processed and granted your request, your Personal Information will no longer be shared with any Marketing Partners.

It is solely at your discretion if you choose to provide additional Personally Identifiable Information to a Marketing Partner or Marketer by making a purchase, requesting additional information, or communicating directly with the company or organization after using its website.

### Deleting Account and Personal Information

The nature of our services requires maintaining your accurate Personal Information. For example, we cannot help you find employment if we do not have your name or contact information. However, if you no longer require our services, you may delete your account through your Account Settings page. Doing so will delete any Personal Information we have stored about you in our systems through your use of the Services. If you would like to create a new account after deleting an old account, you will have to re-submit the relevant Personal Information subject to this Privacy Policy.

### **Legal Disclaimer**

In certain situations, Work In Sports may be required to disclose personal data in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

We may disclose your Personal Information when required by law or in the good-faith belief that such action is necessary in order to conform to the edicts of the law or comply with legal process served on Work In Sports.

As such, we cannot ensure that your Personal Information will not be disclosed to third parties when compelled by law or to comply with legal process. For example, we may be legally obligated to disclose information to the government or third parties under certain circumstances, or third parties may circumvent our security measures to unlawfully intercept or access transmissions or private communications.

### **Data Retention**

We retain your Essential Information for as long as your account is active or as needed to provide you services. "Essential Information" is information that is critical for us to provide our services or otherwise necessary for our Business Purposes, and includes all forms of Personal Information. We routinely delete or de-identify other types of "Non-Essential Information", including activity logs and log-in/session histories. If you wish to cancel your account or request that we no longer use your information to provide you services contact us at [privacy@WorkInSports.com](mailto:privacy@WorkInSports.com) or make the appropriate selections in your Account Settings. We will retain and use your information as necessary to comply with our legal obligations, resolve disputes, and enforce our agreements.

### **Changes in this Privacy Policy**

If we decide to change our privacy policy or email practices, we will post those changes to this privacy policy, the home page, and other places we deem appropriate so that you are aware of what information we collect, how we use it, and under what circumstances, if any, we disclose it. We reserve the right to modify this privacy policy at any time, so please review it frequently. If we make material changes to this policy, we will notify you here, by email, or by means of a notice on our home page prior to the change becoming effective.

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