

Privacy Statement

CVPartners, Inc. and its divisions and affiliates (“CVPartners”) respects the privacy of our customers, candidates, consultants, and employees and we acknowledge that you have certain rights related to any personal information we collect from you. CVPartners supports the various national and local privacy laws, and has procedures in place to meet the requirements of those laws.

The following information discloses our privacy principles in addition to our practices for gathering, storing, and using your personal data. We encourage you to review this information so that you may understand and consent to how we may collect, use, and share your personal information. Unless you provide sufficient personal information, we may be unable to assist you with your staffing or employment requirements.

Our Commitment to Privacy

CVPartners is committed to maintaining the privacy and security of the personal information of our customers, candidates, consultants, and employees. CVPartners’ privacy policies reflect these principles, and will also conform to any privacy requirements in the countries in which we do business.

What Personal Data We Collect

CVPartners’ goal in collecting your personal data is to provide you with the most personalized service possible. By knowing more about you, CVPartners is able to deliver leading workforce solutions and, hence, a better service to you.

In general, personal information is requested when you contact us to look for employment, projects or to search for a candidate to fill a job opening. We ask individuals for their names, addresses, and other personal information such as experience, education, and skills. When hiring employees or consultants, we may also request personal information that is considered "sensitive," such as social security or tax information. CVPartners recommends that you do not disclose sensitive personal characteristics (e.g., gender.) on the initial resume or curriculum vitae (CV) you submit to us.

The amount of personal information you are required to supply will normally be limited to only that which is necessary to supply our services to you.

Applicants and Employees: When you sign up for our job-search services through one of our online job boards, we may ask you for your name, email address, or other personal information such as work experience, education, and skills.

We will also use your contact information to send you email messages about our company or job postings that fit your profile. Only CVPartners (or agents working on behalf of CVPartners) will send you these direct mailings. You may opt out of receiving future mailings via email. At no time will we release your personal information to customers without your consent.

Timekeeping: In order to process payroll for our employees or invoices for our consultants, CVPartners may collect personal data online such as name, hours, address, and any other personal identification information, including a social security number or tax identification number. This data will be used to process payroll/billing either through CVPartners’ operations or an agent of CVPartners. When collecting timekeeping data electronically or manually, CVPartners will ensure that its collection and processing meets all privacy requirements.

IP Addresses: When you visit CVPartners' websites, CVPartners collects your Internet Protocol ("IP") addresses to track and aggregate non-personally identifiable information. For example, CVPartners uses IP addresses to monitor the regions from which customers and visitors navigate CVPartners' websites. CVPartners also collects IP addresses from customers when they log into the consultant portal as part of CVPartners "Identity Confirmation" and "IP Range Restrictions" security features.

Cookies and Web Beacons: To help us provide better service, we sometimes collect anonymous information from visits to our sites through the use of "web beacons." These do not access your personal information, but rather allow CVPartners to log users who have visited our Websites. This anonymous information is sometimes known as "clickstream data." CVPartners or its vendors may use this data to analyze trends and statistics to help us provide better customer service. If you do not want your transaction details used in this manner, see the paragraph below on cookies.

Many CVPartners websites also use "cookies" to help personalize the online experience. A cookie is a piece of data stored on the user's computer tied to information about that user. They also allow us to identify those computers when they return to a site. You can set your browser to notify you before you receive a cookie, giving you the option of whether to accept it. You can also set your browser to turn off cookies. If you do so, however, areas of some sites may not function properly. CVPartners uses both session ID and persistent cookies. A session ID cookie simply terminates once users close the browser. A persistent cookie is a small text file stored on the user's hard drive for an extended period of time. These can be removed by following Internet browser help file directions.

Links: This Web site contains links to other CVPartners sites that adhere to the same privacy principles. For links to non-CVPartners organizations, CVPartners is not responsible for the privacy practices or the content of such websites.

Retention of Personal Data: Personal data that is collected from you will be retained or destroyed according to company requirements and/or local laws.

Whom We Share It With

CVPartners holds its employees, agents, and consultants accountable for maintaining the trust our applicants, employees, and customers place in us. We educate our employees and periodically verify our compliance with our privacy and security policies. CVPartners does not sell or trade personal data to third parties. We will disclose personal information when required by law.

In order to provide our services, personal data you give us may be shared with other CVPartners or its affiliates that are governed by similar privacy principles and security practices.

We will send the personal data of our applicants, consultants and employees to CVPartners customers and/or agents who are acting on our behalf to provide you employment or project opportunities.

We occasionally use other companies to provide limited services on our behalf, such as drug and background screening, payroll processing services and health-care benefits. We will only provide these companies with the personal information they need to deliver the service we have requested.

CVPartners may also collect and report demographic data, (e.g. what percentage of our employees are college graduates) to customers, marketing companies, or as required by law. If we do collect and report this demographic information, we remove any unique personally identifiable information (name, address, etc.) that would attach you to this demographic data. This anonymous information is

used and analyzed only at an aggregate level to help us understand trends and more precisely determine how to improve our services to you.

Opt Out/Opt In

CVPartners offers its customers, candidates, consultants, and employees choices about receiving further communications from us, uses of information beyond the purposes for which it was provided, and transferring data to third parties. CVPartners obtains consent for any information deemed sensitive.

The amount of personal information you are required to supply will normally be limited to that which is necessary to supply the services you requested. For users of our job boards, we may periodically send you updates via email to alert you to jobs in our database that match your criteria. We may also send you emails regarding other career or promotional opportunities. Each notification tells you how to opt out of receiving future emails. At the point where we request personal data about you, our site also gives you the opportunity to opt out of receiving communications. The database is automatically updated when you opt out.

Sensitive Data - Opt In: When hiring employees or consultants, CVPartners may collect the type of data viewed by some countries as "sensitive," such as information required to provide health-care services, drug and background screenings, or abide by government requirements. This collection of data is either compatible with employment law or is vital to the interests of the CVPartners' employee or consultant. In order to comply with statutes, rules and regulations pertaining to equal employment opportunities or to assist CVPartners in compiling data for its affirmative action practices, we may also ask you to provide gender or racial information. This provision of this type of information will be voluntary, unless it is required by law, and will not hinder your employment or project opportunities. When collecting sensitive information, we will ask you to provide your consent to collect, store, and in some cases, transfer this data to third parties including payroll service companies, health insurance organizations, or government agencies as required by law. CVPartners takes all reasonable security measures to protect the confidentiality and integrity of sensitive data collected, stored, and used.

Accuracy and Access

CVPartners takes the necessary steps to ensure personal information is accurate, complete, and current. CVPartners provides individuals with reasonable access to the personal information they have provided so that they can review and correct this information.

CVPartners strives to keep your personally identifiable information accurate. We will give you the ability to review and update the personal information you have provided. Because CVPartners offers a wide variety of different services, the personal information collected by each CVPartners operation may not all reside in a single location. Consequently, please be aware that the choices and modifications you make to your personal data in one CVPartners operation may not automatically be reflected in other CVPartners operations. You may therefore need to contact each CVPartners operation to learn how to access and update your information.

Security

CVPartners takes care to secure personal information given to us by our customers, candidates, consultants and employees. We protect this personal information through various security practices

and measures in order to prevent loss, misuse, alteration, unauthorized access, destruction, or disclosure.

CVPartners protects the security of the personal information you provide. This information may be stored in manual or electronic systems with limited access in order to protect this information from loss, misuse, unauthorized access, disclosure, alteration, or destruction.

Effective Date: Changes to this Privacy Statement

This privacy statement is effective as of June 15th, 2012. CVPartners reserves the right to change this Privacy Statement. CVPartners will provide notification of the material changes to this Privacy Statement through the its websites at least thirty (30) days prior to the change taking effect.

How to Contact Us

At CVPartners, we are working hard to protect your privacy while delivering innovative career development and staffing services. Our privacy principles represent our commitment to ensuring that your personal information is safe and secure. If you believe that CVPartners has not adhered to these principles and practices, contact us at info@cypartnersinc.com and we will work diligently to promptly determine and remedy the problem.