

RecruitED Privacy Policy

Effective date: April 27, 2020

Your privacy is very important to us. Please read below to see how RecruitED handles information in connection with RecruitED's websites, related applications and services (collectively, the "Services"). Before we get to the details, here are a few of our fundamental privacy principles:

- RecruitED is a digital recruiting platform that helps teachers and school districts connect by combining data from personal profiles, education information, etc. to make the best and most accurate connections.
- RecruitED collects minimal data and information about our users and visitors. We use third-party applications via Heroku, Stripe, Amazon S3 and SES.
- The information we collect is used to understand how users and visitors interact with our Services and to improve our Services.
- RecruitED uses cookies and similar tracking technologies to track the activity on our Service and hold certain information.
- Anonymized, aggregated data is collected and presented to users who purchase our Analytics product.
- You have the right to be forgotten. You can contact us at support@recruitteachers.org and request that all of the anonymized data associated with you be deleted permanently. We will then delete all of this data.
- Our privacy policy (the "Privacy Policy") explains the information we collect, how we use and share it, how to manage your privacy controls and your rights in connection with the Services. Please also read our Terms of Service which sets out the terms governing the Services

RecruitED is headquartered in Canonsburg, PA and our Services are provided to you by RecruitED LLC.

This policy was written in English. To the extent a translated version conflicts with the English version, the English version controls. Unless indicated otherwise, this Privacy Policy does not apply to third party products or services or the practices of companies that we do not own or control, including other companies you might interact with on or through the Services.

Questions or comments about this Privacy Policy may be submitted by mail to the address below or via email at support@recruitteachers.org

RecruitED LLC

109 Sweet Briar Dr.
Canonsburg, PA 15317
USA Attn: Legal

We Collect, Use, Share and Otherwise Process Information

RecruitED relies on a number of legal bases to collect, use, share, and otherwise process the information we have about you for the purposes described in this Privacy Policy, including:

- as necessary to provide the Services and fulfill our obligations pursuant to the Terms of Service. For example, we cannot provide the Services unless we collect and use your location information;
- where you have consented to the processing;
- where necessary to comply with a legal obligation, a court order, or to exercise and defend legal claims;
- to protect your vital interests, or those of others, such as in the case of emergencies; and
- where you have made the information public

Information RecruitED Collects

RecruitED collects anonymized location information about you that could indirectly identify you. RecruitED also collects information about how you use the Services. In certain cases, especially for customer support, RecruitED will collect your name and email address after you voluntarily share it with us. For example:

- We may collect and process location information when you use the Services. We may determine your location (city and country) based on the location information that you provide on our site.
- When you make a payment on RecruitED, you may provide payment information such as your payment card or other payment details. We use the Payment Card Industry compliant third-party payment services of Stripe and we do not store your credit card or any other financial information.
- When responding to customer support inquiries, we will collect your name and email

address in order to best communicate with you and provide you the best possible service.

- The Services use log files. The information stored in those files includes IP addresses, browser type, internet service provider (ISP), referring/exit pages, platform type, date/time stamp, and number of clicks. This information is used to analyze trends, administer, protect and secure the Services, track member movement in the aggregate, and gather broad demographic information for aggregate use.

Tracking & Cookies Data

We use cookies and similar tracking technologies to track the activity on our Service and hold certain information.

Cookies are files with a small amount of data which may include an anonymous unique identifier. Cookies are sent to your browser from a website and stored on your device. Tracking technologies such as beacons, tags, and scripts may also be used to collect and track information and to improve and analyze our Service.

You can instruct your browser to refuse all cookies or to indicate when a cookie is being sent. However, if you do not accept cookies, you may not be able to use some portions of our Service.

Examples of Cookies we use:

- **Session Cookies.** We use Session Cookies to operate our Service.
- **Preference Cookies.** We use Preference Cookies to remember your preferences and various settings.
- **Security Cookies.** We may use Security Cookies for authorization and/or authentication purposes.

How RecruitED Uses Information

RecruitED uses the information we collect to process payments, provide support related to the Services, protect members and enforce our Terms of Service, promote safety, and to communicate with you (including to send marketing communications) where you have agreed to receive such messages and notifications.

RecruitED uses the anonymized, aggregated information we collect to provide premium products for users to learn more about the performance and audience of individual RecruitED pages (the “Analytics Product”). The Analytics Product is a useful analytics dashboard used

mainly by the Admin to help them better understand their users and market.

We also use the information we collect to analyze, develop and improve the Services. To do this, RecruitED may use your information in a beta test or presentation to third parties, to gain insights into how our Services are used and to help us improve the Services.

We may also use the information we collect to market and promote the Services, activities on RecruitED, and other commercial products or services. We may contact you individually with product or service updates if you have previously contacted us and expressed interest in said product or service updates. Marketing and promotional messages are opt-in, and you can opt-out or unsubscribe at any time.

How Information is Shared

In addition to sharing aggregated data about our members as described above, we also share information that identifies you in accordance with your preferences, as needed to run our business and provide the Services, and where required for legal purposes, as set forth below.

Service Providers

We may share your information with third parties who provide services to RecruitED such as supporting and improving the Services, promoting the Services, processing payments, or fulfilling orders. These service providers will only have access to the information necessary to perform these limited functions on our behalf and are required to protect and secure your information.

Affiliates and Acquirors of our Business or Assets

We may share your information with affiliates under common control with us, who are required to comply with the terms of this Privacy Policy with regard to your information. If RecruitED becomes involved in a business combination, securities offering, bankruptcy, reorganization, dissolution or other similar transaction, we may share or transfer your information in connection with such a transaction.

Legal Requirements

We may preserve and share your information with third parties, including law enforcement, public or governmental agencies, or private litigants, within or outside your country of residence, if we determine that such disclosure is allowed by the law or reasonably necessary to comply

with the law, including to respond to court orders, warrants, subpoenas, or other legal or regulatory process. We may also retain, preserve or disclose your information if we determine that disclosure is reasonably necessary or appropriate to prevent any person from death or serious bodily injury, to address issues of national security or other issues of public importance, to prevent or detect violations of our Terms of Service or fraud or abuse of RecruitED or its members, or to protect our operations or our property or other legal rights, including by disclosure to our legal counsel and other consultants and third parties in connection with actual or potential litigation.

How We Protect Information

We take several measures to safeguard the collection, transmission and storage of the data we collect. Although we strive to employ reasonable protections for your information that are appropriate to its sensitivity, we do not guarantee or warrant the security of the information you share with us and we are not responsible for the theft, destruction, loss or inadvertent disclosure of your information or content. No system is 100% secure. The system is hosted and secured through Heroku, along with the application's database and event logs. The Services use Amazon S3 technology to store uploaded information like documents, profile pictures, etc. Amazon SES is used for all transactional emails. All payment information is handled through Stripe.

To help ensure that these measures are effective in preventing unauthorized access to your private information, you should be aware of the security features available to you through your browser. You should use a security-enabled browser to submit your credit card information and other personal information at the Services. Please note that if you do not use a SSL-capable browser, you are at risk for having data intercepted. Most browsers have the ability to notify you if you change between secure and insecure communications, receive invalid services identification information for the Services you are communicating with, or send information over an unsecured connection. RecruitED recommends that you enable these browser functions to help ensure that your communications are secure. You can also monitor the URL of the services you are visiting (secure URLs begin with `https://` rather than `http://`), along with the security symbol of your browser to help identify when you are communicating with a secure server. You can also view the details of the security certificate of the services to which you are connected. Please check the validity of any Services you connect to using secure communications.

Disclaimer

While RecruitED continues to work hard to protect your personal information, no data transmission over the Internet can be guaranteed to be absolutely secure, and RecruitED cannot ensure or warrant the security of any information you transmit to RecruitED.

Transmitting personal information is done at your own risk.

EU Members' Rights

If you are habitually located in the European Union, you have the right to access, rectify, download or erase your information, as well as the right to restrict and object to certain processing of your information. While some of these rights apply generally, certain rights apply only in certain limited circumstances. We describe these rights below:

Access and Porting

If you would like to access all the information we have associated with you, please email us at support@recruitteachers.org.

Rectify, Restrict, Limit, Delete

If you'd like to rectify, restrict, limit or delete your information, please contact us at support@recruitteacher.org. RecruitED will generally respond to your request within 10-14 business days.

Object

Where we process your information based on our legitimate interests explained above, you can object to this processing in certain circumstances. In such cases, we will cease processing your information unless we have compelling legitimate grounds to continue processing or where it is needed for legal reasons.

Complain

Should you wish to raise a concern about our use of your information (and without prejudice to any other rights you may have), you have the right to do so with your local supervisory authority.

Transfer

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The Services are operated from the United States. If you are located outside of the United States and choose to use the Services or provide information to us, you acknowledge and

understand that your information will be transferred, processed and stored in the United States, as it is necessary to provide the Services and perform the Terms of Service. United States privacy laws may not be as protective as those in your jurisdiction.

Retention of Information

We retain information as long as it is necessary to provide the Services to you and others, subject to any legal obligations to further retain such information.

Information about you that is no longer necessary and relevant to provide our Services may be de-identified or aggregated with other non-personal data to provide insights which are commercially valuable to RecruitED, such as statistics of the use of the Services. This information will be de-associated with your name and other identifiers.

Privacy Policy Information

RecruitED reserves the right to modify this Privacy Policy at any time. Please review it occasionally. If RecruitED makes changes to this Privacy Policy, the updated Privacy Policy will be posted on the Services in a timely manner and, if we make material changes, we will provide a prominent notice. If you object to any of the changes to this Privacy Policy, you should stop using the Services and delete your account.

RecruitED LLC.