

Talent Navigation Experts Privacy Policy

Effective March, 2025

Welcome to Talent Navigation Experts, the online and mobile service of Talent Navigation Experts (“Talent Navigation Experts,” “we,” “our,” or “us”). Talent Navigation Experts understands that privacy is important to our Users. This Privacy Policy explains how Talent Navigation Experts collects, uses, and shares information provided to us by and about users and visitors of, and others who access (collectively, “Users”), our website, SMS messaging, in connection with our service (collectively, the “Service”).

By signing up for our messaging services, you consent to receive communications from Talent Navigation Experts based on the information in this policy. We ensure that our opt-in process includes access to this Privacy Policy so you are fully informed”

WHAT INFORMATION DO WE COLLECT AND FOR WHAT PURPOSE?

We collect information that identifies or relates to an identifiable individual (“Personal Information”) from our Users in order to provide a personalized, useful and efficient experience.

Personal Information we collect may include:

Full Name

Email address

Phone number

Address

Salary

Employment current and past

We may collect information, including Personal Information, from a variety of sources, including:

Information you provide through our website. Visitors can browse some areas of our website without providing any Personal Information. However, certain interactions with us require Personal Information. For example, we may collect Personal Information when you are inquiring about a position, use our Service, or correspond with us.

Information that we collect through the Talent Navigation Experts Service: In providing our Service to you, we collect, store, process and disclose your Personal Information with consent. Once you begin using the Service, we will keep records of activities related to the Service, including the content of messages that you may send.

Information we receive from third parties: We may receive information about you from third parties. For example, if you access our websites or Service through a third party connection or log-in, for example, through Google, or by interacting with our brand on social media sites, that third party site will pass certain information about your use of its service to Talent Navigation Experts. This information could include, but is not limited to, the User ID associated with your third party account, any information that you have permitted the third party to share with us, and any information you have made public in connection with that service. You should always review, and if necessary, adjust your privacy settings on third-party websites and services before linking or connecting them to the Service.

Other Sources: We may collect information from other sources, such as during Users' telephone conversations with us for customer service purposes.

We use the foregoing information, including your Personal Information, to operate, maintain, and provide to you the features of the Service, as well as to improve the Service. We may also use this information to communicate with you, such as to send you text messages with your consent, or to follow up with you to offer information about our Service. and marketing-related emails. For information about your communication preferences, see "Your Choices Regarding Your Information," below.

If you disclose any Personal Information relating to other people to us or to our service providers, you represent that you have the authority to do so, including that you have any necessary written consents to do so, and to permit us to use the Personal Information in accordance with this Privacy Policy. We reserve the right, but have no obligation, to request from you a copy of the consents described above.

We may use and disclose information that is not Personal Information for any purpose permitted by applicable law.

HOW WE USE COOKIES AND OTHER TRACKING TECHNOLOGY TO COLLECT INFORMATION

We and our third party partners may automatically collect certain types of usage information when you visit our website or use our Service. For instance, when you visit our websites, we may send one or more cookies — a small text file containing a string of alphanumeric characters — to your computer to uniquely identify your browser and let us help enhance your navigation through the site. A cookie may also convey information to us about how you use the Service (e.g., the pages you view, the links you click, how frequently you access the Service, and other actions you take on the Service), and allow us to track your usage of the Service over time. We do not share these cookies with other applications outside of our services.

Log file information may include information such as your web request, number of clicks and how you interact with links on the Service, domain names, landing pages, pages viewed, and other such information. The information allows for more accurate reporting and improvement of the Service. We may also collect analytics data, or use third-party analytics tools, to help us measure traffic and usage trends for the Service. These tools collect information sent by your browser or mobile device, including the pages you visit, your use of third party applications, and other information that assists us in analyzing and improving the Service. Although we do our best to honor the privacy preferences of our Users, we are not able to respond to Do Not Track signals from your browser.

We may use the information collected through cookies, to: (a) remember information so that you will not have to re-enter it during your visit or the next time you visit the site; provide and monitor the effectiveness of our Service; (d) monitor aggregate metrics such as total number of visitors, traffic, usage, and demographic patterns on our website and our Service; (e) diagnose or fix technology problems; and (f) otherwise to plan for and enhance our Service.

SHARING OF YOUR PERSONAL INFORMATION

We will never sell or rent your personal information to anyone. We do not make revenue through selling data ever.

Talent Navigation Experts will not make revenue through advertising in our applications nor would we ever use your data for any commercial purposes.

We may share your Personal Information in the instances described below. For information on your choices regarding our sharing of your Personal Information, see the “Your Choices About Your Information” section below.

We may share your Personal Information with:

Clients; in order to have you considered for an open position.

YOUR CHOICES ABOUT YOUR PERSONAL INFORMATION

How to control your communications preferences: You can stop receiving email communications from us by clicking on the “unsubscribe link” provided in such communications. You may also opt-out of receiving text messages from Talent Navigation Experts at any time by sending a text message back with the word ‘STOP’.

Modifying or deleting your Personal Information: We will retain your Personal Information for as long as necessary to provide the Service to you, unless a longer retention period is required or permitted by applicable law. We may not be able to modify or delete your Personal Information in all circumstances.

If you have any questions about requesting your personal information, or reviewing, modifying or deleting your personal information, contact us at info@talentnavigation.com.

Please note that refusal to share Personal Information will result in the Service not being usable.

HOW WE STORE AND PROTECT YOUR PERSONAL INFORMATION

Your Personal Information will be stored and processed in the United States. Your data is encrypted. Talent Navigation Experts only grants data access to designated users within the organization. Our data practices include: providing secure communication with our servers at all times, encrypting journal content at rest, enforcing password policies, and restricting data access.

Talent Navigation Experts cares about the security of your information and uses physical, administrative, and technological safeguards designed to preserve the integrity and security of Personal Information collected through the Service. However, no security system is impenetrable and we cannot guarantee the security of our systems 100%. If you have reason to believe that your interaction with us is no longer secure, please immediately notify us at info@talentnavigation.com.

DELETION OF YOUR PERSONAL INFORMATION

Talent Navigation Experts does not knowingly collect Personal Information online from children under the age of 13. Please contact us at info@talentnavigation.com if you believe we have inadvertently collected Personal Information online from a child under 13.

LINKS TO OTHER WEB SITES AND SERVICES

Our Service may integrate with or contain links to other third party sites and services. We are not responsible for the practices employed by third party websites or services embedded in, linked to, linked from, or connected with the Service, and your interactions

with any third-party website or service are subject to that third party's own rules and policies.

HOW TO CONTACT US

If you have any questions about this Privacy Policy or the Service, please contact us at:

Title: Incident Manager, Talent Navigation Experts

Email: info@talentnavigation.com

Phone: 303-771-3277

Address: 558 Castle Pines Pkwy Ste B4 PMB 421, Castle Pines, CO 80108

CHANGES TO OUR PRIVACY POLICY

Talent Navigation Experts may modify or update this Privacy Policy from time to time to reflect the changes in our business and practices, and so you should review this page periodically. When we change the Privacy Policy we will update the 'last modified' date at the top of this Privacy Policy. If we make changes that materially affect your privacy protections we will notify you a minimum of 30 days in advance via the contact information associated with your account. Please do not use (or continue to use) the Service unless you agree to the modifications.

SECURITY & INTEGRITY PROTOCOLS

If we learn of a security breach, Talent Navigation Experts will notify affected users as required by applicable laws and may post a notice on our services as required by applicable laws. We will then investigate the breach and make any necessary technical enhancements to resolve the security vulnerability. Further detail on Talent Navigation Experts security practices can be found in Talent Navigation Experts Security Overview. More specifics regarding compliance with state-specific laws are in Talent Navigation Experts Data Privacy & Security Standard Contract Terms.