

## Hello Temp, Inc. Privacy Policy

**Effective Date: March 11, 2020**

This Privacy Policy explains Hello Temp, Inc.'s data practices, defines our users' ("you" or "your") privacy options, and describes how your information is collected and used by Hello Temp, Inc. ("we," "us," "our," or "Hello Temp").

This Privacy Policy, along with our **Terms of Use**, [add hyperlink] governs your use of the Hello Temp website at <http://www.hellotemp.com/> ("Site") and any information we may access through social media platforms such as Facebook, Instagram, LinkedIn or Twitter. For the purposes of this Privacy Policy, we will refer to all of these access points as the Hello Temp system ("System").

### Revisions to the Privacy Policy

We reserve the right to modify this policy from time to time and will mark new versions with a corresponding effective date. We recommend you visit the Site to review any changes in our practices. Your continued use of the System constitutes your agreement to our then-current Privacy Policy.

**By using the Hello Temp System, you agree to the terms of this Privacy Policy and our Terms of Use.**

### What Information is Collected?

#### Information Collected Directly from You

We may collect personal information about you in connection with your use of our System. For example, this information may be voluntarily provided when you sign up for a subscriber account, register a user profile, interview for an available position, fill out a "Contact Us" form, or submit information in connection with a payment or as part of other online services.

The information we may collect includes, but may not be limited to:

- Name;
- Email address, phone number, mailing address, and other contact information;
- Financial information necessary to process a subscription payment, payroll, or other request;
- Employment history, educational information, certifications, and other resume data or information pertinent to your qualifications;
- Preferences including jobs you are qualified for and your desired pay rate;
- Business affiliations; and
- Other information related to your requests or inquiries.

#### Information Collected Automatically

Some of the personal information we collect from you may happen automatically. We use tracking technologies such as cookies, log files, and pixel tags to automatically collect information when users visit our System. Information we collect includes but may not be limited to:

- IP address to measure our website traffic and to help provide a more personalized experience;
- Information regarding your browser and other technical specifications required to use our System;
- Your transaction history relating to the use of our products and services;
- Computer data files, often called “cookies,” which may be sent by your web browser and stored on an individual computer to allow our server to “recognize” you through the navigation of the Site, and for us to credit your account for various online transactions; and
- Computer data files, often called “web beacons” that are collected from emails or links on third-party sites that allow our server to evaluate the popularity of those links or the information contained in emails or on third-party sites.

For more information, see the “Cookies and Similar Technologies” section below.

### **Collecting Information from Children Under the Age of 13**

Our Site and System are not designed for children, and we do not knowingly collect information from any person under the age of 13.

### **How Is the Information We Collect Used?**

We collect information about you in order to provide you with services and products, and also to collect information that is necessary for the System to work properly. We use personal information for a variety of purposes related to Hello Temp’s business, including but not limited to:

- **Providing services and support**  
Performing the essential functions of the System including assessing applications, qualifications, and resumes, matching professional temporary employees with job opportunities, aggregating and sharing qualified candidates with paid subscribers in response to searches to fill a position, reaching out to references and adding reference information to user profiles, responding to inquiries, managing accounts, processing payments, providing support and troubleshooting, and communicating with users about their use of the System.
- **Communicating with users about products or services**  
Sending or initiating direct marketing, sending recruiting communications, providing information about products or services we or our partners are offering.
- **Personalizing user experiences on our System**  
Tailoring content on the System based on user location, preferences, qualifications and jobs you are qualified for, and other personalization factors.
- **Analytics and System improvement**  
Tracking information about your visits to our Site or use of the System to allow us to provide better service; using certain online preferences in the aggregate across all users to evaluate the System and develop additional products and services to offer.
- **Compliance with legal obligations**

Sharing information to comply with the law or a legal proceeding, such as in response to a subpoena or court order.

- **Other purposes necessary to carry out our obligations under this Privacy Policy or our Terms of Use.**

### **Disclosure of Information**

We may share information, in the aggregate, regarding your online browsing preferences to evaluate our products or allow the third parties we work with to better serve our users. We will not share personally identifiable information in these instances, other than as described in this Privacy Policy.

We may provide user information to third-party service providers or vendors for purposes including but not limited to:

- Matching applicants with potential employers;
- Human Resources functions including but not limited to application processing;
- Payroll processing;
- Recurring subscriber payment processing;
- Timekeeping;
- Performing background checks at employers' request;
- Maintenance or development of our System;
- Initiating direct marketing programs;
- Data tracking;
- Development of online products, services, or customer service, or new product development; and
- Other contracted promotional opportunities provided to our users.

We may also share this information with any subsidiaries, licensees, suppliers, distributors, affiliates, assigns, successors, or other related entities and their respective owners. We may also share your personal information in connection with law enforcement requests or in response to investigations, subpoenas, court orders, or other legal processes to establish or exercise our legal rights or defend against legal claims, or as otherwise required by law.

### **Business Transfers**

We may also disclose your information to a third party as part of reorganization or a sale of all or substantially all of the assets or equity of Hello Temp, or its subsidiaries or divisions. Any third party to which Hello Temp transfers or sells the System or all or substantially all related assets or equity interests will have the right to continue to use the personal and other information that you provide to us.

### **Cookies and Similar Technologies**

We use cookies, pixel tags, and similar technologies to gather information about your use of our System and to customize your experience using the System.

### **Cookies**

Cookies are small data files that help us keep track of your usage of the System. Many of the cookies we use enable the System to function as you would expect it to. Cookies enable the System to

remember things like your login information so you do not have to re-enter it, items in your shopping cart when you navigate away from the page, user preferences, and other personalized settings. Cookies also enable us to track and analyze user behavior in order to improve our System. Most web browsers automatically accept cookies but you can choose to accept or decline certain types of cookies if you prefer. However, declining cookies may impact the functionality of the System and in some cases you may not be able to access the functions of the System. We use the following categories of cookies on the System:

- **Session cookies**  
Session cookies are stored on the user's hard drive temporarily and are deleted when the user ends the browsing session. Session cookies are useful for things like keeping items in a shopping cart while the user continues to browse.
- **Persistent cookies**  
Persistent cookies stay on the user's hard drive until they expire, even after the browser is closed. Persistent cookies are useful for remembering things like login information, so users do not have to enter their password every time they visit the System.
- **Third-party cookies**  
Third party cookies are not installed directly by our System, but by third parties such as advertisers. Third party cookies are used to track advertising preferences from site to site, and to gather data about users' browsing habits in order to improve the user experience.

#### **Clear GIFs**

Clear GIFs (also called pixel tags or web beacons) are small files embedded in websites that tell us what content a user accesses and how users navigate the System. Clear GIFs enable us to track and analyze user behavior on the System in order to make it more intuitive and user friendly.

#### **Third Party Websites and Links**

Our System contains links to other websites. These websites may have privacy policies different than our Privacy Policy. The System may also contain certain social media icons or widgets. Although you can view the material we have linked to, you may have to create an individual account or register to use these third-party social media sites to use interactive features. Any interaction on social media or other third-party websites is governed not by this privacy policy but by the terms of use and privacy policy of the particular platform.

#### **Behavioral Advertising**

We may also use third-party vendors, such as Google Analytics, to advertise to our users online. These third-party vendors may display Hello Temp product advertisements on other websites based on your internet usage. More specifically, these vendors use first-party cookies (such as the Google Analytics cookie) and third-party cookies (such as the DoubleClick cookie) together to inform, optimize, and serve ads based on your past visits to the Site or another site affiliated with Hello Temp products or services. You can opt-out of Google Analytics for Display Advertising by using Google's Ads Settings.

### **How is User Information Protected?**

We maintain administrative, physical, and technical safeguards for all user information collected in our System.

### **Your Options**

By providing information to us or using our System, you are consenting to our use of your data as outlined in this Privacy Policy.

While we work hard to use and disclose our users' personal information only for the purposes identified above, you can choose not to provide personal information or limit the personal information obtained by us as follows:

- You may have your contact information removed from our marketing lists to inform users of new or relevant products, services, and special offers by clicking on the [unsubscribe](#) link in any communication received from us, or by emailing us at [privacy@hellotemp.com](mailto:privacy@hellotemp.com);
- You may limit the collection of "cookies" through your browser settings. However, this may disable our ability to provide you with the most relevant products or information regarding the System; and
- You may limit the ability of Google Analytics to track your online activity, as outlined in the "Behavioral Advertising" section.

### **Your California Privacy Rights**

If you are a California resident, you have certain rights under California Consumer Privacy Act and other data protection laws, including:

- The right to know the sources of your personal information we have collected in the last twelve months, what we use that information for, whether it is being disclosed or sold, and to whom it is being disclosed or sold.
- The right to "opt-out" of Hello Temp's sale of your personal information to any third parties.
- The right, with some exceptions, to have your personal information deleted from Hello Temp's possession or control.
- The right to receive equal service and pricing from Hello Temp even if you exercise any of your privacy rights.

You may submit requests for access or erasure of your personal information by calling toll-free (within the U.S. only) 1-800-620-6369 or emailing [privacy@hellotemp.com](mailto:privacy@hellotemp.com).

If you submit a request for access or erasure of personal information, you will be required to verify your identity by answering certain questions. We will not disclose or delete any information until your identity is verified.

If you are making a request for erasure, we will ask you to confirm again that you want us to delete your personal information before processing your deletion request.

If you are making a request for access, we may not be able to provide specific pieces of personal information if the disclosure creates a substantial, articulable, and unreasonable risk to the security of your personal information, your account with us, our network or the System.

You may designate an authorized agent to submit a request on your behalf by providing that agent with your written permission. If an agent makes a request on your behalf, we may still ask that you verify your identity directly with us before we can honor the request.

Agents making requests on behalf of California residents must verify the request by submitting written authorization from the individual. We will not honor any requests from agents until authorization is verified.

Our response to a request is at no cost to you. We endeavour to respond to a verifiable consumer request within forty-five (45) days of its receipt. If we require more time, we will inform you of the reason and extension period in writing.

Under the California “Shine the Light” law, California residents may request information about our disclosures of certain categories of personal data to third parties (*i.e.*, our affiliates) for such third parties’ direct marketing purpose, by emailing [privacy@hellotemp.com](mailto:privacy@hellotemp.com) or writing to: **Hello Temp (California Privacy Rights)**, Attn: Privacy Policy Department, 1330 Lagoon Ave S, Ste 400, Minneapolis, MN 55408.

If you are under 18 years old, a California resident, and a registered user of any Site where this policy is posted, California Business and Professions Code Section 22581 permits you to request and obtain removal of content or information you have publicly posted. To make such a request, please send an email with a detailed description of the specific content or information to [privacy@hellotemp.com](mailto:privacy@hellotemp.com). Your request does not ensure complete or comprehensive removal of what you have posted and the law may not require or allow removal even if requested.

### **Do Not Track Signals**

The System does not respond to Do Not Track signals.

### **Contacting Us**

For additional information pertaining to our Privacy Policy, please contact:

**Hello Temp**  
[privacy@hellotemp.com](mailto:privacy@hellotemp.com)  
1-800-620-6369  
Hello Temp Inc  
Attn: Privacy Policy

1330 Lagoon Ave S

Ste 400

Minneapolis, MN. 55408