



Privacy Policy

Your Privacy Rights

Poline Associates and/or its affiliated companies (collectively, “Poline Associates”) collects information about you and uses this information to help you connect with employers and job seekers, as applicable, and to provide other employment related services to you. This policy describes how your information is collected and used as well as your choices with respect to your personal information. We encourage you to review our full Privacy Policy for detailed information regarding our privacy practices.

Scope of this Policy

This policy applies to information we collect or use on applications owned and controlled by Poline Associates. Poline Associates is not responsible for the privacy policies or practices of advertising networks and other websites, third parties with whom we work to provide you personalized services.

Information We Collect

We collect information about you when you use Poline Associates’ website. We collect information directly from you such as your contact information, resume, and employment profile.

We may collect or use information about you from publicly-available websites whether or not you have an account with us. You will have the opportunity to claim, change the visibility setting of, or remove the information. However we cannot guarantee that we will not later collect from publicly-available websites other information that pertains to you.

We may also acquire information about you from third parties to further personalize and enhance your experience with Poline Associates’ website.

How We Use Information

We use the information we collect about you to deliver the services we offer, respond to you, and operate and improve our sites and applications. Our services include presenting you with job opportunities and other employment related services. We may use your information to contact you about potential employment opportunities; to update your profile, conduct salary and other employment surveys, or to provide informational and service-related communications.

We strive to provide a safe environment by attempting to limit access to our website to legitimate users, but we cannot guarantee that unauthorized parties will not gain access.

How We Share Information

We store your information to make your interaction with Poline Associates more efficient, practical, and relevant. You may access, review, correct, update, or delete your resume or profile at any time by notifying Poline Associates of your desire to do so. When you delete your personal information, we will retain logs and non-personal information about your activity in Poline Associates’ database. We will also retain an archival copy of your information which is not

accessible by you or third parties on the Internet. If your personal information was previously provided to others as set forth above, we are unable to delete the information from their systems.

How We Store Information

We store your information to make your interaction with Poline Associates more efficient, practical, and relevant. You may access, review, correct, update, or delete your resume or profile any time by signing in to your account. If you do not have an account, please contact us. When you delete your personal information, we will retain logs and non-personal information about your activity on Poline Associates. We will also retain an archival copy of your information which is not accessible by you or third parties on the Internet. If your personal information was previously accessed by others using Poline Associates, we are unable to delete the information from their systems.

Contact Information

You may contact us online for questions or concerns about our privacy practices or you may also write to us at:

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