

## Privacy Policy for Military Job Zone Service

### Overview

**MilitaryJobZone.com** is the property of **Talent Alliance, Inc.**, hereafter referred to as **TALENT ALLIANCE**. **TALENT ALLIANCE** is committed to confidentiality and providing users with a safe and secure user experience. This Privacy Statement outlines how information is gathered and used, indicates who receives information from this site, and informs you how to modify your data stored in the **TALENT ALLIANCE** system. We have created this Privacy Statement in order to demonstrate our firm commitment to your privacy.

### Information Gathering and Use

The information we gather on **MilitaryJobZone.com** may be shared within the **TALENT ALLIANCE** affiliated websites on a worldwide basis in order to deliver the products and services we offer to employers such as searches for job seekers or in order to undertake analysis of our database such as aggregate profiling of our registered users. Your data will be stored and processed on our dedicated host servers.

There are external links to other websites located throughout the **TALENT ALLIANCE** sites. We have no control over these external sites and are not responsible for the privacy policies or practices of the sites you link to from **TALENT ALLIANCE**. We encourage you to review the privacy policies of any website you visit so you can understand how they collect, use, and share your information.

### Collection and Use of Information by TALENT ALLIANCE

In some areas of **TALENT ALLIANCE** we request or may request that you provide personal information. **TALENT ALLIANCE** will not sell, share, or rent this information to others in ways different from what is disclosed in this statement.

We also gather or may gather certain information about your use of **TALENT ALLIANCE**, such as what areas you visit and what services you access. Moreover, there is information about your computer hardware and software that is or may be collected by us. This information can include, without limitation: your IP address, browser type, domain names, access times and referring website addresses, but is not linked to your personal information.

### Our Use of Your Information

We use the information we gather on **MilitaryJobZone.com** and all of the **TALENT ALLIANCE** sites, whether personal, demographic, collective or technical, for the purpose of operating and improving the **TALENT ALLIANCE** sites, fostering a positive user experience, and delivering the products and services that we offer.

If you have provided consent for us to do so, we may also use the information we gather to inform you of other products or services available from us or our affiliated companies or to contact you about your opinion of current products and services or potential new products and services that may be offered.

We may use your contact information in order to send you e-mail or other communications regarding updates at the **TALENT ALLIANCE** sites, and if you have requested, information on new [www.talentallianceintl.com](http://www.talentallianceintl.com) and **TALENT ALLIANCE** opportunities and additional job postings which may be of interest to you. The nature and frequency of these messages will vary depending upon the information we have about you.

In addition, at the time of registration for a **TALENT ALLIANCE** account, you have the option to elect to receive additional communications, information and promotions, including without limitation, free informational newsletters from us relating to topics that may be of special interest to you, such as transition assistance and career management advice.

We have areas on the **TALENT ALLIANCE** sites where you can submit feedback. Any feedback you submit in these areas becomes our property, and we can use such feedback (such as success stories) for marketing purposes or to contact you for further information.

### Choices Regarding the Disclosure of Personal Information to Others

We do not disclose your personal information to third parties, or your combined personal and demographic information or information about your use of [talentallianceintl.com](http://talentallianceintl.com) or any of the **TALENT ALLIANCE** sites (such as the areas you visit or the services you access), except as set forth below.

- We disclose information to third parties if you consent to such disclosure. For example, if you indicate that you would like to receive information about the opportunities, products or services of third parties at the time you register for a **TALENT ALLIANCE** account, we supply your contact information to third parties such as employers, recruiters, data aggregators, marketers or others for the purpose of sending you e-mail or otherwise communicating with you. We use data we have about you (such as the interests and preferences you have expressed) to determine whether you might be interested in the opportunities, products or services of a particular third-party.
- We disclose information to companies and individuals we employ to perform functions on our behalf. Examples include hosting our Web servers, analyzing data, providing marketing assistance, processing credit card payments, and providing customer service. These companies and individuals will have access to your personal information as necessary to perform their functions, but they may not share that information with any other third party.
- We disclose information if legally required to do so, if requested to do so by a governmental entity or if we believe in good faith that such action is necessary to: (a) conform to legal requirements or comply with legal process; (b) protect our rights or property or our affiliated companies; (c) prevent a crime or protect national security; or (d) protect the personal safety of users or the public.
- We disclose and transfer information to a third party who acquires all or a substantial portion of our business, whether such acquisition is by way of merger, consolidation or purchase of all or a substantial portion of our assets. In addition, in the event we become the subject of a bankruptcy proceeding, whether voluntary or involuntary, we or our trustee in bankruptcy may



sell, license or otherwise dispose of such information in a transaction approved by the bankruptcy court. You will be notified of sale of all or a substantial portion of our business to a third party via email or through a prominent notice posted on the **TALENT ALLIANCE** sites.

#### **Use of Cookies**

Cookies are files that web browsers place on a computer's hard drive and are used to tell us whether customers have used the service previously. Standing alone, cookies do not identify you personally; they merely recognize your browser. There are two types of Cookies: session and persistent-based. Session cookies exist only during an online session. They disappear from your computer when you close your browser software or turn off your computer. Persistent cookies remain on your computer after you've closed your browser or turned off your computer. They include such information as a unique identifier for your browser.

You may have the ability to accept or decline cookies. Most Web browsers automatically accept cookies, but you can usually modify your browser setting to decline all cookies if you prefer. Alternatively, you may be able to modify your browser setting to notify you each time a cookie is tendered and permit you to accept or decline cookies on an individual basis. If you choose to decline cookies, however, that may hinder performance and negatively impact your experience on **MilitaryJobZone.com** and all of the **TALENT ALLIANCE** sites.

#### **Security of the Personal Information**

We have implemented security measures to protect the loss, misuse and alteration of the information under our control. We store member names and passwords; these are required to access certain services on our website.

#### **Changes to Privacy Statement**

This Privacy Statement may be reviewed and modified periodically. Updates will automatically appear on this page. To ensure that you are familiar with any modifications, it is advisable to view the Privacy Statement periodically.

#### **Contact Information**

If at any time you have questions or concerns about this Privacy Statement or believe that we have not adhered to this Privacy Statement, please feel free to email us at [info@talentallianceintl.com](mailto:info@talentallianceintl.com). You can also write to us at the address below.

TALENT ALLIANCE, Inc.

Attn: Privacy Control

500 N Capital of Texas Highway, Bldg. 3

Austin, TX 78746

#### **Privacy Reminder**

Protect your personal information by never posting your social security number on your resume, CV, cover letter, or reference sheet.