

RECRUITMILITARY, LLC PRIVACY POLICY

RecruitMilitary LLC (“RecruitMilitary,” “we,” “us”) understands that your privacy is important to you and has developed this clear and simple privacy policy to help you use its services with confidence. Please be sure to read this privacy statement carefully and feel free to address any questions or concerns regarding RecruitMilitary’s use of your information to: RecruitMilitary LLC, ATTN: Privacy Issues, 422 West Loveland Avenue, Loveland, OH 45140. Our goal is to provide you with the very best service and user experience possible.

This Privacy Policy expressly determines our commitment to you in connection with your use of the virtual event services powered by CareerEco at recruitmilitary.careereco.com (the “Website”). These services are intended to facilitate introductions and the exchange of information between employers, franchisors, and educational institutions, on the one hand, and prospective employees, franchisees and students on the other, when they sign up to use our services. We may share your personally identifying information to further this purpose; however, we will not sell, rent, or share your personal information with any third parties except as described in this privacy policy. Other RecruitMilitary services and websites may be governed by separate privacy policies.

HOW WE MAY SHARE YOUR INFORMATION

You may browse public areas of the Website without entering any personally identifying information. When you sign up for an account with RecruitMilitary or join an online employment or educational fair, we will ask for your contact information, such as your name, email address and phone number. We may ask a marketing question, such as “How did you hear about us?” Any information you provide may be shared with sponsoring or hosting organizations (e.g. employer organizations, associations, schools, franchisors, careers placement offices, etc.) and with our hosting platform, CareerEco, though you have the choice when completing event registration not to provide certain types of information by selecting a “prefer not to answer” option when asked to supply such information or simply not answering the question. Website users decide for themselves which additional information they wish to share: i.e., prospective employees or students may upload resumes or other information for distribution to employers or schools, and employers, franchisors, and schools create their own areas of the Website to display information that they wish to share with visitors. Website users may share information with one another in chat rooms. RecruitMilitary may record or maintain transcripts of information shared through the Website, including, but not limited to, in chat rooms, for legal reasons, to improve its customer service, and to discourage abuse of the Website, but it is not obliged to collect or maintain such information. RecruitMilitary may make transcripts and records of participants’ Website use available to sponsoring or event hosting organizations and to participants themselves. When you register to attend a RecruitMilitary virtual career fair, RecruitMilitary will also create an account for you at RecruitMilitary.com, providing you access to additional jobs and career resources. RecruitMilitary will not make such information available to third parties except in aggregate numerical form that does not disclose personal information; provided, however, that we reserve the right to disclose your personally identifiable information as required by law and when we believe that disclosure is necessary to protect our rights and/or to comply with a judicial proceeding, court order, or legal process served on our website, or when we reasonably believe that our Terms of Service (found elsewhere on this Website) have been breached. RecruitMilitary is not responsible for the acts or omissions of any person or entity with which it is permitted hereunder to share information.

HOW WE COMMUNICATE WITH OUR CUSTOMERS

RecruitMilitary periodically sends newsletters, virtual fair invitations, marketing information, and other communications via e-mail and text messaging to users who have subscribed and given their permission. If you wish to **unsubscribe** to our e-mails, text messages, newsletters, etc., please follow the simple instructions to do so which are located at the bottom of each mailing. If for some reason the unsubscribe function does not work, please email recruitmilitary@careereco.com. We only add you to our mailing list if so authorized. Moreover, we do not share your e-mail address or other personal information with others who have not attended the same virtual fair as you have unless authorized by you.

COOKIES

We may collect and use your IP address to help diagnose problems with our website server and to administer our Website. We use cookies on this site. A cookie is a small text file that is stored on a user’s computer for record-

keeping purposes. We may use session cookies to make it easier for you to navigate our Website. A session ID cookie expires when you close your browser. We do not make use of cookies for the purpose of collecting or storing information beyond the identity and login status of visitors to our Website.

We use a third-party tracking service that uses cookies to track non-personally identifiable information about visitors to the Website in the aggregate to capture usage and volume statistics to improve our Website. By submitting information to us and asking us to disclose your information to certain third-parties as set forth herein, you expressly agree to receive telephone calls and/or e-mails even if you are registered with any state Do Not Call Registry, and/or the National Do Not Call List.

CHILDREN'S PRIVACY

The Website is intended to be used by individuals over the age of 18. We do not seek or willingly collect information on children under the age of 18. If we discover that we have collected information on a child under the age of 13, then we will delete that information from our system.

PAYMENT INFORMATION

We do not collect any form of payment information on this site. If you request services that require payment, you will be directed to a third-party payment processor.