



PRIVACY POLICY

Updated: March 18, 2019

At LaborChart, we care about your privacy. We have created this privacy policy (our "Policy") in order to demonstrate our firm commitment to privacy and so you can understand clearly how we collect and use your information. The following discloses our information gathering and dissemination practices for the Platform. Capitalized terms shall have the meaning ascribed to them in the Terms and Conditions unless otherwise defined here.

We reserve the right, at any time, to add to, change, update or modify this Policy, simply by posting such change, update, or modification on the Platform and without any other notice to you. Any such change, update, or modification will be effective immediately upon posting on the Platform. Changes that impact the provision of the Services will generally be announced and communicated to registered users via email and through our website. Accordingly, it is your responsibility to review the Policy from time to time to ensure that you continue to agree with our use of your information to provide you the Services. Each time you access and/or utilize the Platform and Services, you consent to the then-current Policy.

INFORMATION WE COLLECT:

NON-PERSONALLY IDENTIFIABLE INFORMATION. We may collect information through technology that does not identify you personally in order to make the Platform more interesting and useful for you and the other users. This information may also be used to make your experience on the Platform better by optimizing performance within a given browser and increasing the speed of navigation through the Platform.

USER IDENTIFIER. We may log all connections to our web servers. Those log files may include a unique user identifier, including, but not limited to your IP address and/or your mobile operating system (OS), our embedded, or other commonly used mobile device identifier (a "User Identifier"). A User Identifier is NOT personally identifiable information, but general information about your location, connection to the Internet, and your Internet or Mobile Phone Service Provider. We use your User Identifier to help diagnose problems with our server and to administer the Services of the Platform. Additionally, we may use your User Identifier to track your navigation of the Platform.

COOKIES. We may use a standard feature in browser software called "cookies" to enhance your experience with our site. Cookies are small files that your web browser places on your hard drive for record-keeping purposes. By showing how and when visitors use the Platform, cookies help us identify how many unique users visit the Platform and track user trends and patterns. Cookies also benefit your use of the Platform and save you time by storing and making easily available information required to use the Platform. Information on deleting or controlling cookies is available at www.AboutCookies.org. Please note that deleting our cookies or disabling future cookies may negatively affect the continuity and user experience when you use the Platform.

CLEAR GIFS. We may also employ a software technology called clear gifs (also known as web beacons) that help us better manage content on the Platform by informing us what content is effective and of interest to our users. Clear gifs are tiny graphics with a unique identifier, similar in function to cookies, and are used to track the online movements of Web users. Clear gifs and cookies are not tied to your personally identifiable information and may be used to improve your user experience when using the Platform.



OTHER TRACKING TECHNOLOGIES. We may also employ other tracking technologies common in the mobile Platform industries, including UDID, OpenUDID, ODIN, MAC Address, device fingerprinting, or other technology. These technologies help us better manage content on the Platform by informing us what content is effective and of interest to our users. These technologies are similar in function to cookies and are used to track the online movements of Platform users and are not tied to your personally identifiable information.

LOG FILES. Like most standard website servers, LaborChart may use log files. Information collected in log files may include internet protocol (IP) addresses, your User Identifier, browser type, internet service provider (ISP), mobile network provider, referring/exit pages, platform type, date/time stamp, and number of clicks. We utilize this information to analyze trends, administer the Platform, track your movement in the aggregate, and gather broad demographic information for aggregate use. This information is not personally identifiable and may be used to improve your experience with the Platform.

PERSONALLY IDENTIFIABLE INFORMATION. In order to use the Services, you must register and provide your personal contact information. Your personal information may also be provided by the Subscriber who is responsible for securing your permission prior to sharing your personal information with us. Such personal information may include: name, title, email address, mobile phone number, home address, date of birth, date of hire, wage, a photo, and your emergency contact and their phone and email addresses.

HOW WE USE COLLECTED INFORMATION:

Other than the specific uses listed below, we will not disclose, share, sell, lease, or rent your contact or personal information, or your network information to any third party. We may use User Content for only the following purposes: (1) to send you additional information about the Platform or Services, (2) to contact you directly, (3) to provide information to our service providers, or for billing or payment processing as necessary to provide you the Services, and (4) when required by law or in response to a request from a law enforcement agency or authority. LaborChart will take commercially reasonable efforts to confirm that our third-party contractors contractually agree to provide our users privacy protections at least as strict as those presented herein. We may purge your personal information and data on your LaborChart contact card stored on our servers after a significant period of non-use. We will send you at least one notice prior to purging your LaborChart contact card to provide you the opportunity to keep your account active. You are able to change your contact preferences in the Platform or by contacting us using one of the methods listed below.

YOUR RIGHT TO YOUR INFORMATION

As agreed to in the Terms and Conditions, we do not take ownership of your personal information, you instead grant us a limited license to use your personal information to provide you the Services. As such, you can request your removal from the Services at any time with the understanding that such a request will result in an immediate termination of your user account and our inability to provide the Services to you in any manner. You can request that we alter your personal information in the system either through the Platform's user interface, or by contacting us using one of the methods listed below.

PROTECTION OF CHILDREN'S PRIVACY:

In compliance with the Children's Online Privacy Protection Act, 15 U.S.C., §§ 6501-06 and 16 C.F.R., §§ 312.1-312.12, our Platform does not permit children under 18 years of age to become users, and we do not collect information from children. By using our Platform, you represent that you are 18 years of age or older.



SECURITY:

The Platform includes security measures in place to protect against the loss, misuse and alteration of the information under our control; however, user acknowledges that no security measures are always effective and LaborChart does not guarantee the performance or adequacy of such security measures.

LINKS TO OTHER WEB SITES:

The Platform may contain links to other websites that are not owned or operated by LaborChart. LaborChart is not responsible for the privacy policies or practices of third parties or the content or security of such third-party websites.

CONTACT US:

For inquiries regarding the Privacy Policy, or to remove or change your contact information in our database, or to not receive future mailings or other communications, as well as for all other inquiries, please contact us at any time using one of the options below:

By Phone

(913) 800-8225

By Email

info@laborchart.com

By Mail

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