Privacy Policy

Last Updated: 24 April 2023

This Privacy Policy describes how TurboTalent.AI, a product of Instrive Softlabs Pvt. Ltd., 173/300, Avvai Shanmugham Street, Lloyds Road Royapettah Chennai TN 600014 IN ("TurboTalent.AI," "we," "us," or "our"), collects, uses, and shares information about you when you use our website and mobile application (collectively, the "Platform"). By using the Platform, you agree to the terms of this Privacy Policy.

1. Information We Collect

We collect various types of information from and about users of our Platform, including:

a. Personal Information: This includes your name, email address, phone number, and any other information you provide when you create an account or communicate with us.

b. User-Generated Content: This includes text, files, and images, such as resumes and candidate profiles, that you submit, post, or share on the Platform.

c. Technical Information: We automatically collect information about your device, such as device type, operating system, browser type, and IP address, as well as your usage patterns and interactions with our Platform.

2. How We Use Your Information

We may use the information we collect for various purposes, including to:

a. Provide, maintain, and improve the Platform and our services;

b. Personalize your experience and tailor content and recommendations;

c. Communicate with you, including sending newsletters, promotional materials, and other information;

d. Analyze and monitor Platform usage and user behavior;

e. Protect the security and integrity of our Platform, comply with legal requirements, and enforce our Terms of Use;

f. Respond to your inquiries and requests.

3. How We Share Your Information

We may share your information with third parties in certain circumstances, such as:

a. Service Providers: We may share your information with third-party service providers that help us operate and maintain the Platform, such as web hosting and analytics providers.

b. Legal and Safety Reasons: We may disclose your information if required by law or if we believe that doing so is necessary to protect our rights, the rights of our users, or the safety of the public.

c. Business Transfers: In the event of a merger, acquisition, or other corporate restructuring, we may transfer your information to the new owner or successor entity.

4. Social Sign-On and Third-Party Services

We allow users to sign in using third-party services such as Google, LinkedIn, and GitHub, and we utilize AI services from OpenAI. When you sign in using a third-party service or interact with third-party content on our Platform, you acknowledge and agree that your interactions with these

third parties are governed by their respective privacy policies. We encourage you to review these policies before interacting with any third-party services through the Platform.

5. Data Security

We take appropriate measures to protect the information we collect from unauthorized access, disclosure, alteration, or destruction. However, no method of transmission over the Internet or electronic storage is completely secure, and we cannot guarantee the absolute security of your information.

6. Log Files

Turbotalent.AI follows a standard procedure of using log files. These files log visitors when they visit websites. All hosting companies do this and a part of hosting services' analytics. The information collected by log files include internet protocol (IP) addresses, browser type, Internet Service Provider (ISP), date and time stamp, referring/exit pages, and possibly the number of clicks. These are not linked to any information that is personally identifiable. The purpose of the information is for analyzing trends, administering the site, tracking users' movement on the website, and gathering demographic information.

7. Cookies and Web Beacons

Like any other website, Turbotalent.AI uses "cookies". These cookies are used to store information including visitors' preferences, and the pages on the website that the visitor accessed or visited. The information is used to optimize the users' experience by customizing our web page content based on visitors' browser type and/or other information.

8. Advertising Partners Privacy Policies

You may consult this list to find the Privacy Policy for each of the advertising partners of Turbotalent.AI. Third-party ad servers or ad networks uses technologies like cookies, JavaScript, or Web Beacons that are used in their respective advertisements and links that appear on Turbotalent.AI, which are sent directly to users' browser. They automatically receive your IP address when this occurs. These technologies are used to measure the effectiveness of their advertising campaigns and/or to personalize the advertising content that you see on websites that you visit.Note that Turbotalent.AI has no access to or control over these cookies that are used by third-party advertisers.

9. Third Party Privacy Policies

Turbotalent.AI's Privacy Policy does not apply to other advertisers or websites. Thus, we are advising you to consult the respective Privacy Policies of these third-party ad servers for more detailed information. It may include their practices and instructions about how to opt-out of certain options. You can choose to disable cookies through your individual browser options. To know more detailed information about cookie management with specific web browsers, it can be found at the browsers' respective websites.

10. Data Retention

We will retain your information for as long as necessary to fulfill the purposes outlined in this Privacy Policy or as required by law, whichever is longer.

11. Children's Privacy

The Platform is not intended for use by children under the age of 13, and we do not knowingly collect personal information from children under 13. If we learn that we have collected personal information from a child under 13, we will promptly delete that information.

12. Changes to This Privacy Policy

We may update or modify this Privacy Policy at any time. Your continued use of the Platform constitutes your acceptance of any changes to the Privacy Policy.

13. Contact Information

If you have any questions, concerns, or comments about this Privacy Policy or our privacy practices, please contact us at support@turbotalent.ai.

14. Analytics and Tracking Tools

We use various analytics and tracking tools, such as Google Analytics and Facebook Pixel, to help us understand how users interact with our Platform and improve our services. These tools collect information about your use of the Platform, including your IP address, browser type, device type, and other technical information. They may also use cookies or other tracking technologies to collect this information. You can learn more about how these tools collect and use your information by reviewing their respective privacy policies:

- Google Analytics: https://policies.google.com/privacy
- Facebook Pixel: https://www.facebook.com/policy.php

By using the TurboTalent.AI Platform, you acknowledge that you have read, understood, and agree to be bound by this Privacy Policy, including the use of analytics and tracking tools as described in this section.