



Privacy Policy

Effective Date: August 11, 2025

Altera Strategy Foundry Inc. ("Altera," "we," "our," or "us") respects your privacy. This Privacy Policy how we collect, use, and protect information when you use our website, systems, explains and services ("Services").

1. Information We Collect

We collect:

- Uploaded information such as resumes, job descriptions, and related hiring materials
- Voluntary self-identification data such as gender, ethnicity, veteran status, and disability status, if provided
- Account and contact information including name, email, phone, and company affiliation
- Usage information such as system logs, IP addresses, and device data

We collect voluntary self-identification data only when provided by the applicant or user, and solely for lawful purposes such as equal employment opportunity reporting, diversity metrics, or client-requested compliance programs.

2. How We Use Information

We use information to:

- Provide resume verification and job fit scoring
- Generate technical or skills-based challenge questions
- Support EEO/DEI and compliance reporting for clients when voluntary self-identification data is collected
- Improve and maintain our Services
- Communicate with you regarding your account or usage
- Comply with legal obligations

We do not sell applicant or client data to third parties.

3. Data Sharing

We may share data with:

- Service providers who assist in operating our Services under confidentiality agreements
- Clients who upload and manage their own candidate data within their accounts (including voluntary self-identification data if provided)
- Legal authorities if required by law or to protect our rights

We do not share applicant data between clients.

4. Data Security

We use commercially reasonable measures to protect information from loss, misuse, and unauthorized access. No method of transmission or storage is 100% secure.

5. Data Retention

We retain information for as long as necessary to provide the Services or as required by law. Uploaded applicant data, including voluntary self-identification data, may be deleted at the request of the client or candidate, subject to verification.

6. Your Rights

Depending on your jurisdiction, you may have rights to:

- Access, correct, or delete your data
- Object to or restrict certain processing
- Request a copy of your data

Requests can be sent to privacy@alterasf.com

7. Cookies and Tracking

We may use cookies or similar technologies to improve site functionality and analyze usage. You can adjust your browser settings to disable cookies, but some features may not work as intended.

8. Changes to This Policy

We may update this Privacy Policy at any time by posting a revised version on our website. Continued use of the Services after changes means you accept the updated policy.

Contact

Altera Strategy Foundry Inc.
Email: privacy@alterasf.com