

PRIVACY POLICY

Aday Technologies, Inc.

Last Updated: **[DATE]**

Aday Technologies, Inc. (“Aday Technologies”, “Aday”, “we”, “us” or “our”) is committed to protecting your privacy. We’ve done our best to keep this Privacy Policy (“Policy”) clear and concise, but if you have any questions, please contact us at **[EMAIL]**.

This Privacy Policy details the steps we take to protect your personal information when you visit, access or use our websites (individually and collectively, the “Site”) and related products and services, including mobile applications, developer platforms, premium services, plug-ins or any content or information provided as part of the Site (the “Services”). It also describes the personal information that we collect, the purposes for which we use such information, the steps we take to protect your personal information and how you can review and correct your personal information. This policy does not apply to information collected by any third party, including any application, content (including advertising).

This Privacy Policy refers to personal information which is information that can be associated with a specific person and used to identify that person. Personal information does not include information that has been de-identified so that it does not identify a specific user, which may be used for any legal purpose.

YOUR AGREEMENT TO THIS PRIVACY POLICY

By using any Aday’s Site or Services, you are accepting the terms of this Privacy Policy. If you do not agree with the terms of this Privacy Policy, you should not use our Site or Services. When using our Site or Services you consent to the collection, transfer, manipulation, storage, disclosure and other uses of your information as described in this Privacy Policy. By supplying information to us, you authorize Aday to use your information in the United States, Canada and any other country where Aday operates. The Privacy Policy applies no matter what computer or device you use to access the Services.

From time-to-time it will be necessary for us to make updates to this policy. Your continued use of our Site and / or Services following the posting of changes to this Privacy Policy will mean that you accept those changes. Please note that your use of our Site and Services are also governed under our **[Terms of Use – insert hyperlink]**.

INFORMATION COLLECTION

Generally, you can visit our Site without entering any personal information; however, to use our Services, you must register with us and submit certain personally identifiable information. The personal information we collect may include: contact details, such as your name, title, company/organization name, e-mail address, telephone and fax numbers and physical address;

information about your company and job function; your e-mail marketing preferences; financial information (including credit card or account information); information such as your nationality and country of residence; information used to customize and facilitate your use of our Site or Services, including login and technical information; inquiries about and orders for our products and services; information that assists us in identifying the products and services that best meet your requirements; event registration information; and feedback from you about our Site or Services. We collect personal information in a variety of ways, including:

Information you provide to us. If you use our Site or Services, you may be required to provide us certain information. This can include, but is not limited to:

- Information provided at the time of registering to use our Services;
- Information provided when you report a problem with our Site or Services;
- Records and copies of correspondence (including email addresses), if you contact us;
- Your responses to surveys that we might ask you to complete;
- Details of transactions you undertake through our Site or Services;
- Your search queries on our Site or through our Services;
- Information you post to our Site or Services;
- Information obtained through your social network account(s), if you authorize us to access such information.

If you are an employer, we also collect information about your business, payment information and any information you provide about your employees, including your employees' contact information and pay structure.

Information collected automatically. We collect information about how you use the Site and Services, including what pages you view, the number of bytes transferred, the links you click, the materials you access and other actions taken within Aday's Site or Services. On pages that you enter with a user ID, we may connect this information with your identity to determine your potential interests in our products and services. We also collect certain standard information that your browser sends to every website you visit, such as your Internet Protocol (IP) address, your browser type and capabilities and language, your operating system, the date and time you access the Site or Services and the website from which you linked to our Site or Services. The information we collect automatically is statistical data and may or may not include personal information, but we may maintain it or associate it with personal information we collect in other ways or receive from third parties. This helps us to improve and to deliver better and more personalized Services.

Information we already have about you. If you, your employer or your employees or other personnel or representatives have an existing relationship with Aday, we may already have personal and other information about you or your employer / employees that you have provided to us or we have otherwise obtained. In order to more efficiently and effectively provide the Site and Services, notwithstanding any agreement you or the company or other legal entity you represent may have with us, you hereby authorize us to access and use such information. To the extent any pre-existing agreement(s) between us conflict with this Privacy Policy, such existing agreement(s) are hereby amended with regard to the subject matter of the **[Terms of Use – insert hyperlink]** and this Privacy Policy.

Information we collect from third parties. From time to time, we may receive information about you from third parties, such as identity verification services, payroll vendors, credit bureaus, mailing list providers and other information. We may also collect information about you that is publicly available.

Your address book, calendar and contact information. If you authorize us to do so, we may access your contact list available on your mobile device, in your email accounts or other information system you connect with the Service in order to locate your friends, contacts and employees on the Service. With your permission, we may integrate our Service with your calendar system (such as Google Calendar, Outlook, etc.) and to integrate your calendar entries with your Aday schedule(s).

Geo-location data. You may choose to allow us to use and store information about your location to provide features of our Services, such as work available near you, relevant ads and to improve and customize the Services.

Cookies. We use cookies and similar technologies to collect additional website usage data and to improve our Services. A cookie is a small data file that is transferred to your computer's hard disk. We may use both session cookies and persistent cookies to better understand how you interact with our Services, to monitor aggregate usage by our users and web traffic routing on our Services and to customize and improve our Services. Most internet browsers automatically accept cookies. You can instruct your browser, by changing its settings, to stop accepting cookies or to prompt you before accepting a cookie from the websites you visit. However, some Services may not function properly if you disable cookies.

USE OF INFORMATION

We use this information to operate, maintain and provide to you the features and functionality of the Site and Services, as well as to communicate directly with you, permit you to communicate with others on the Services or on social media or invite others to join the Services. We may send you email communications that contain information about our products or Services or information about third parties' products or services we think you may enjoy. We may also send you Services-related emails or messages (e.g., account verification, messages and schedules, change or updates to features of the Services, technical and security notices). We may use the information we have collected from you to enable us to display advertisements to our advertisers' target audiences.

In connection with a job application or inquiry, you may provide us with information about yourself, such as a resume or C.V. In addition to other uses disclosed in this Privacy Policy, we may use this information throughout Aday and affiliates for the purpose of employment consideration, availability, or otherwise for Aday, Aday's customers and other third parties.

Your personal information may be used to improve our Site and Services or to make our Site and Services easier to use by, for example, eliminating the need for you to repeatedly enter the same information, customizing our Site or Services (or other sites or services) to your particular

preference or interests, or suggesting connections based on shared work history. We may also use information about you (i) to track and analyze trends and usage in connection with our Site or Services; (ii) to process and deliver contest and promotion entries and rewards; (iii) to protect our rights or property; (iv) to compare information for accuracy; (v) to verify your identity; (vi) to investigate and prevent fraud or other illegal activities; and (vii) for any other purpose disclosed to you in connection with our Site or Services.

Additionally, we use information that we collect about you or that you provide to us, including any personal information:

- To fulfill any other purpose for which you provide it;
- To provide you with notices about your account/subscription, including expiration and renewal notices;
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collection;
- To notify you about changes to our Services or any products or services we offer or provide through them;
- In any other way we may describe when you provide the information;
- For any other purpose with your consent.

INFORMATION SHARING

Except as described below, personal information you provide to Aday through our Site or Services will not be shared outside of Aday and affiliates without your permission.

Service Providers. We use a variety of third-party services to help provide our Services, such as hosting our websites, sending out information, processing transactions, advertising and analyzing our Site and Services. We provide these companies with only those elements of your personal information they need to deliver those services and these companies and their employees are prohibited from using that personal information for any other purpose. These third-party service providers may also collect information sent by your browser as part of a web page request, such as cookies or your IP address. Third-party ad partners may share information with us, like a browser cookie ID, website URL visited, mobile device ID, or cryptographic hash of a common account identifier (such as an email address), to help us measure and tailor ads.

In connection with transactions. In connection with certain transactions, we may disclose some or all of your personal information to financial institutions, government entities and shipping companies or postal services involved in fulfillment.

In connection with acquisitions or divestitures. Circumstances may arise where for strategic or other business reasons Aday decides to sell, buy, merge or otherwise reorganize. Such a transaction may involve the disclosure of personal information to prospective or actual purchasers, or receiving it from sellers. It is Aday's practice to seek appropriate protection for information in these types of transactions.

Through the Site or Services. Consistent with the purpose of the Site and Services, we may disclose information you provide to us to other users of the Site or Services. Accordingly, we

may share information about you with people you are connected to through the Site or Services (e.g. your employees, employers and co-workers) for the purpose of facilitating the Services. We may also disclose personal information at your direction or to otherwise fulfill the purpose for which you provide it.

Other reasons. Notwithstanding anything to the contrary in this Privacy Policy, we may preserve or disclose your information if we believe it is reasonably necessary to comply with a law, regulation, or legal request; to protect the safety of any person; to address fraud, security or technical issues; or to protect Aday's rights or property. Nothing in this Privacy Policy is intended to limit any legal defenses or objections that you may have to a third party's, including a government's, request to disclose your information.

SECURITY AND STORAGE OF YOUR INFORMATION

Aday Technologies is committed to protecting the security of your personal information. We use a variety of commercially reasonable security technologies and procedures to help protect your personal information from unauthorized access, use or disclosure. For example: **[INSERT SECURITY PROCEDURES]**.

The safety and security of your information also depends on you. It is your responsibility to ensure the security of your passwords and not to reveal this information to others. We urge you to be careful about giving out information in public areas of the Site or Services. The information you share in public areas may be viewed by any user of the Site or Services.

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted to our Site or Services. Any transmission of personal information is at your own risk and we are not responsible for circumvention of any privacy settings or security measures contained on the Site or Services. In the event that any information under our control is compromised as a result of a breach of security, we will take reasonable steps to investigate the situation and where appropriate, notify those individuals whose information may have been compromised and take other steps, in accordance with any applicable laws and regulations.

YOUR CHOICE REGARDING YOUR INFORMATION

In some cases, you may change your data sharing preferences, as well as review and correct personal information provided through our Site or Services by going to the page on which you provided the information. In all cases, you can make a request to review and correct your personal information collected via our Site or Services or ask Aday to stop using it by sending an email to **[EMAIL]**. We may take steps to verify your identity before providing you access to your personal information, and we may not accommodate a request to change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect. You can help us to maintain the accuracy of your information by notifying us of any change to your mailing address, phone number or e-mail address.

Data Retention. We will retain your information for as long as your account is active or as needed to provide you services. You may deactivate or delete your account by contacting us at [EMAIL]. However, please be aware that we will not be able to delete any content you have shared with others on our Site or Services, and copies of some of your data may remain viewable in cached and archived pages. Your employer will have a record of your schedule when you were employed, and will retain the data the employer provided to us about you.

Deleting or Anonymizing Your Content. If you are under 18 years of age, you may request to delete or anonymize user content that you posted to the Site or Services such that your personal information will not be identifiable publicly on our Site or Services by contacting us at [EMAIL]. While we will use all commercially reasonable efforts to delete or anonymize your user content upon request, please be aware that due to the nature of our Services, you may not be able to completely remove all of your personally identifiable user content if, for example, that content has been stored, republished or reposted by another user or a third party. We may also maintain your information in identifiable form for our internal use, even if your personal data is no longer visible to the public on our Service.

THIRD PARTY SITES

Our Site or Services may contain links to and from third party websites of business partners, advertisers, social media sites, professional and government organizations, publications, and our users may post links to third party websites. While we try to link only to sites that share our high standards and respect for privacy, we are not responsible for the content, security or privacy practices employed by other sites. If you follow a link to any of these websites, please note that these websites have their own privacy policies and that we do not accept any responsibility or liability for their policies. Please check the individual policies before you submit any information to those websites.

CHILDREN'S INFORMATION

Our Site and Services are not intended for anyone under the age of 13. We do not knowingly collect personal information from children under 13. If you are under 13, do not use or provide any information on or through our Services. If we learn we have collected or received personal information from a child under 13 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 13, please contact us at [EMAIL].

YOUR CALIFORNIA PRIVACY RIGHTS

California Civil Code Section § 1798.83 permits users of our Site and Services that are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please send an e-mail to [EMAIL] or write us at: [MAILING].

CONTACT INFORMATION

If you have a privacy concern or question regarding Aday Technologies or this Privacy Policy, please contact us through one of the following methods:

Email: [\[EMAIL\]](#)

Mail: [\[MAILING\]](#)

CHANGES TO OUR PRIVACY POLICY

We reserve the right to update this Privacy Policy from time to time. When we do, we will revise the “last updated” date at the top and bottom of this Privacy Policy. The most current version of the Policy will govern our use of your information. Your continued use of the Site and / or Services constitutes your acceptance of the revised Privacy Policy.

Last Updated: [\[DATE\]](#)