

PROVEN PRIVACY POLICY

Effective date: 03/06/2015

TicTasks, Inc., d/b/a Proven (“Proven”, “our”, “us” or “we”) provides this Privacy Policy to inform you of our policies and procedures regarding the collection, use and disclosure of personal information we receive from users of www.proven.com (the “Site”) and our application for mobile devices (the “App”). This Privacy Policy applies only to information that you provide to us through the Site and App. This Privacy Policy may be updated from time to time. We will notify you of any material changes by posting the new Privacy Policy on the Site or through the App.

You are advised to consult this policy regularly for any changes. Unless otherwise defined in this Privacy Policy, terms used in this Privacy Policy have the same meanings as in our Proven Terms of Service for Candidates and our Proven Terms of Service for Companies, accessible at <http://www.proven.com/pages/termsCandidates> and <http://www.proven.com/pages/termsCompanies>, respectively.

As used in this policy, the terms “using” and “processing” information include using cookies on a computer, subjecting the information to statistical or other analysis and using or handling information in any way, including, but not limited to collecting, storing, evaluating, modifying, deleting, using, combining, disclosing and transferring information within our organization or among our affiliates within the United States or internationally.

Information Collection and Use

Our primary goals in collecting information are to provide and improve the Site, App, services, features and content, to administer your Account (collectively, the “Services”) and to enable users to enjoy and easily navigate the Site and App. References made to Services shall include all versions of the Services offered through the Site and the App.

Personally Identifiable Information.

When you register to use the Site and App, either as a Candidate or a Company, we will ask you to provide certain personally identifiable information that can be used to contact or identify you; personally identifiable information may include, but is not limited to, your name, company name, name of company representative, if applicable, postal address, phone number, website URL, profile picture, biography and email address (“Personal Information”). Proven will use your Personal Information to create an Account and you will become a Member of the Site and Services.

We may use your Personal Information to contact you with Proven newsletters, marketing or promotional materials and other information that may be of interest to you. If you decide at any time that you no longer wish to receive such communications from us, you may follow the unsubscribe instructions provided in any of the communications or opt out via the “Profile” section of the Services.

We also collect other information that you provide as part of the registration process and the administration and personalization of your Profile (defined below) (e.g., without limitation,

education history, industry and related skill level, zip code (on its own) and individual preferences) (“Non-Identifying Information”).

We use your Personal Information and, if applicable, financial information (relating to payments by Companies) and Candidate Information (defined below) (in some cases, in conjunction with Non-Identifying Information) mainly to provide the Service, complete your transactions, if applicable, and administer your inquiries.

Certain Non-Identifying Information would be considered a part of your Personal Information if it were combined with other identifiers (for example, combining your zip code with your street address) in a way that enables you to be identified. But the same pieces of information are considered Non-Identifying Information when they are taken alone or combined only with other non-identifying information (for example, your preferences). We may combine your Personal Information with Non-Identifying Information and aggregate it with information collected from other Proven Users (defined below) to attempt to provide you with a better experience, to improve the quality and value of the Services and to analyze and understand how the Site, App and Services are used. We may also use the combined information without aggregating it to serve you specifically, for instance to deliver a product to you according to your preferences or restrictions.

Candidates

As a Candidate, you have the option to create your Account by logging into your third party social networking service (“SNS”) account (including, but not limited to, Facebook) through our Services. In doing so, we receive certain information from such SNS, including Personal Information, which we use to create your Account (such as your “real” name, profile picture, email address and other information you make publicly available via the applicable SNS). The information we obtain may depend on the privacy settings you have with such SNS.

After you register via the Site or App and create an Account as a Candidate, you may use the Services to find Companies that are seeking Candidates with your skill set. You may find such Companies directly via the Services, or you may find such Companies on third party websites and offerings. You can use the Services to apply for jobs with such Companies by providing your name, email address, phone number, education, biography, job history and other relevant information (collectively, “Candidate Information”). Such Candidate Information is used to create a profile for your use of the Services (“Profile”). A Candidate’s Profile is only shared with a Company once the Candidate has applied to a specific job at such Company.

Companies

If you register as a Company seeking to fill open positions for Candidates, you may provide us with information such as the type of Candidates you are seeking and job titles related thereto, which information will be publicly available via the Site and the App in connection with your Company name and location.

If you as a Company choose to participate in or take advantage of features of the Site which require payment, we will collect certain financial information from you to facilitate your payments to Proven for your use of such features.

Log Data.

When you visit the Site or use the App, whether as a Member or a non-registered visitor just browsing (any of these, a “Proven User”), our servers automatically record information that your browser sends whenever you visit a website (“Log Data”). This Log Data may include information such as your Internet protocol (“IP”) address, pages of our Services that you visit, the time spent on those pages, information you search for on our Services, advertisements that you click on via the Services, access times and dates, and other statistics. We use this information to monitor and analyze use of the Site, App and Services, for the Services’ technical administration, to increase our Services’ functionality and user-friendliness, and to better tailor our Site and App to our visitors’ needs. For example, some of this information is collected so that when you visit the Site and App in the future, it will recognize you and serve advertisements and other information tailored to your interests. We also use this information to verify that Proven Users meet the criteria required to process their requests.

Location Information.

In some cases we collect and store information about where you are located, such as by converting your IP address into a rough geolocation. We may use location information to improve and personalize our Services for you and other Proven Users.

Cookies

Like many online offerings, we use “cookies” to collect information. A cookie is a small data file that we transfer to your computer’s hard disk for record-keeping purposes. We use cookies for two purposes. First, we utilize persistent cookies to save your login information for future logins to the Services. Second, we utilize session ID cookies to enable certain features of the Services, to better understand how you interact with the Services and to monitor aggregate usage by Proven Users and web traffic routing on the Services. Unlike persistent cookies, session cookies are deleted from your computer when you log off from the Services and then close your browser. Third party advertisers on the Services may also place or read cookies on your browser. You can instruct your browser, by changing its options, to stop accepting cookies or to prompt you before accepting a cookie from the websites you visit. If you do not accept cookies, however, you may not be able to use all portions of the Services.

Emailing Via a Proven Account

Candidates may communicate with non-registered visitors by asking for endorsements of their skills using the Services. In such a case, a Candidate is asked to provide the non-registered visitor’s phone number and/or email address. Proven will send an email or text message, as the case may be, to the non-registered visitor including a link where the non-registered visitor can provide the endorsement. This contact information will be used only for the purpose of sending the email or text message communication to the addressee.

Phishing

Identity theft and the practice currently known as “phishing” are of great concern to Proven. Safeguarding information to help protect you from identity theft is a top priority. We do not and will not, at any time, request your credit card information, your Account login information, or national identification numbers in a non-secure or unsolicited e-mail or telephone communication. For more information about phishing, visit the Federal Trade Commission’s website at <http://www.consumer.ftc.gov/articles/0003-phishing>.

Information Sharing and Disclosure

Proven Users.

As a Company, your Company’s location, hiring status and open positions related thereto will be publicly available via the Services. We recommend that you guard your sensitive Personal Information.

Companies.

If you are a Candidate, when you create a Profile or choose to share your Candidate Information with a Company, either directly via the Services or via a third party website or offering, your Candidate Information will be shared with such Company.

Aggregate Information and Non-Identifying Information.

We may share aggregated information that does not include Personal Information and we may otherwise disclose Non-Identifying Information and Log Data with third parties for industry analysis, demographic profiling and other purposes. Any aggregated information shared in these contexts will not contain your Personal Information.

Service Providers.

We may engage third party companies and individuals to facilitate our Services, to provide the Services on our behalf, to perform Site-related services (e.g., without limitation, maintenance services, database management, web analytics and improvement of the Services’ features) or to assist us in analyzing how our Site, App and Services are used. These third parties have access to your Personal Information only to perform these tasks on our behalf and are obligated not to disclose or use it for any other purpose.

Social Networking Services.

In the event a Candidate creates an Account by logging into their SNS account through our Services, we receive certain information, including Personal Information, which we use to create such Candidate’s Account. Other than this information we receive, the Personal Information an SNS has about a Candidate is obtained by the SNS independent of our Services.

Other services, including SNSs, follow different rules regarding the use or disclosure of the Personal Information a user submits to them. We encourage all Proven Users to read the privacy policies or statements of the other services they use.

Compliance with Laws and Law Enforcement.

Proven cooperates with government and law enforcement officials and private parties to enforce and comply with the law. We will disclose any information about you to government or law enforcement officials or private parties as we, in our sole discretion, believe necessary or appropriate to respond to claims and legal process (including but not limited to subpoenas), to protect the property and rights of Proven or a third party, to protect the safety of the public or any person, or to prevent or stop an activity we may consider to be, or to pose a risk of being, illegal, unethical or legally actionable.

Business Transfers.

Proven may sell, transfer or otherwise share some or all of its assets, including your Personal Information, in connection with a merger, acquisition, reorganization or sale of assets or in the event of bankruptcy (“Business Transfer”).

Changing or Deleting Your Information

You may review, update, correct or delete the Personal Information in your profile by contacting us or by logging into your Account and adjusting the information on your Profile page. If you completely delete all such information, then your Account may become deactivated. If you would like us to delete your record in our system, you should contact us at support@proven.com with a request that we delete your Personal Information from our database. We will use commercially reasonable efforts to honor your request. We may retain an archived copy of your records as required by law or for legitimate business purposes.

Security

Proven is very concerned with safeguarding your information. The security of your personal information is important to us. But remember that no method of transmission over the Internet, or method of electronic storage, is 100% secure. When you enter sensitive information (such as credit card numbers or a social security number) via the Site, App or Services, we encrypt that information using secure socket layer technology (SSL). In some cases, we also encrypt sensitive information where it is stored on our systems.

We will make any legally required disclosures of any breach of the security, confidentiality, or integrity of your unencrypted electronically stored “personal data” (as defined in applicable state statutes on security breach notification) to you via email or conspicuous posting to the Site or through the App or Services in the most expedient time possible and without unreasonable delay, insofar as such disclosure is consistent with (i) the legitimate needs of law enforcement or (ii) any measures necessary to determine the scope of the breach and to restore the reasonable integrity of the data system.

International Transfer

Your information may be transferred to, and maintained on, computers located outside of your state, province, country or other governmental jurisdiction where the privacy laws may not be as protective as those in your jurisdiction. If you are located outside the United States and choose to provide information to us, you understand that Proven transfers Personal Information to the United States and processes it there. Your consent to this Privacy Policy followed by your submission of such information represents your agreement to that transfer.

Links to Other Websites

Our Services contains links to other websites. If you choose to visit an advertiser by “clicking on” a banner ad or other type of advertisement, or click on another third party link, you will be directed to that third party’s website. The fact that we link to a website or present a banner ad or other type of advertisement is not an endorsement, authorization or representation of our affiliation with that third party, nor is it an endorsement of their privacy or information security policies or practices. We do not exercise control over third party websites. These other websites may place their own cookies or other files on your computer, collect data or solicit personal information from you. Other websites follow different rules regarding the use or disclosure of the personal information you submit to them. We encourage you to read the privacy policies or statements of the other websites you visit.

Notice to California Residents – Your California Privacy Rights

Disclosure of Personal Information.

With regard to the transfer of Personal Information in connection with a Business Transfer, pursuant to California Civil Code Section 1798.83, residents of California have the right to request from a business, with whom the California resident has an established business relationship, certain information with respect to the types of personal information the business shares with third parties for direct marketing purposes by such third party and the identities of the third parties with whom the business has shared such information during the immediately preceding calendar year.

To request a copy of the information disclosure provided by Proven pursuant to Section 1798.83 of the California Civil Code, please contact support@proven.com.

Do-Not-Track.

Some web browsers may transmit “do not track” signals to the websites and other online services with which the browser communicates. There is no standard that governs what, if anything, websites should do when they receive these signals. Proven currently does not take action in response to these signals. If and when a standard for responding is established, Proven may revisit this policy.

Our Policy Toward Minors

The Services are not directed to persons under 18. We do not knowingly collect personally-identifiable information from persons under 18. If a parent or guardian becomes aware that his or her child under 13 years old has provided us with Personal Information without their consent, he or she should contact us at support@proven.com. If we become aware that a child under 13 has provided us with Personal Information, we will delete such information from our files.

Contacting Us

If you have any questions about this Privacy Policy, please contact us at support@proven.com or at: Support, TicTasks, Inc., dba Proven, 237 Kearny St #267, San Francisco, CA 94108.