

PROVEN PRIVACY POLICY

Effective October 4, 2011

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**”). This Privacy Policy applies only to information that you provide to us through the Site. 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. 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 Workers and our Proven Terms of Service for Companies, accessible at <http://www.proven.com/pages/termsWorkers> 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 our Site, services, features and content, to administer your Account (together, the “**Service**”) and to enable users to enjoy and easily navigate the Site.

Personally Identifiable Information.

- When you register to use the Site and Application, either as a Worker or a Company, we will ask you to provide us with, or grant us access to or permission to obtain, 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, contract license number, if any, Dunns number, if any, 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.
- As a Worker, you may also provide us with Personal Information if you choose to login to your account with certain third party social networking services (“**SNS**”) (including, but not limited, to Facebook) via our Site. If you decide to provide additional Personal Information by logging into an SNS via our Site, we will obtain the Personal Information you have provided to the SNS (such as your “real” name, profile picture, email address and other information you make publicly available via the applicable SNS) from the account you have with such SNS and use that information to create your Account; the information we obtain may depend on the privacy settings you have with the SNS.
- After you register via the Site and create an Account as a Worker, you may use the Site to find Companies seeking Workers with your skill set and apply for a job with such Companies by providing your name, email address, phone number, education, biography, job history and other relevant information to us (collectively, “**Worker Information**”). Such Worker Information is used to create a profile for your use of the Site (“**Profile**”), which will be made publicly available via the Site and will be shared with Companies you select via the Site.

- If you as a Worker choose to provide information related to your job history as part of your Worker Information, you understand and agree that Proven will share this information with our third party service providers, who may reach out to your previous employers in order to verify the job history you provide as part of your Profile. If you do not want Proven or its third party service providers to contact your previous employers, please do not enter information related to your job history as part of your Worker Information.
- If you submit information to create a Profile or if you choose to share your Profile with Companies via the Site, we will share your Profile with the applicable Companies. Additionally, please note that your information will be publicly viewable in your Profile on the Site. You may limit the Profile information you share publicly on the Site by logging into your Account and selecting the “Profile” via the Site. Please also note that we may contact you with employment opportunities if you choose the option that you are looking for work when updating your Profile information.
- If you as a Worker choose to use the background check, Department of Motor Vehicles check, or verification of previous education features provided by third party service providers via the Site (“**Optional Features**”), Proven will collect financial information from you to facilitate the collection and payment for such Optional Features, including but not limited to credit card number, billing addresses, and other payment-related information such as bank account details (“**Financial Information**”). In addition, depending upon which Optional Feature(s) you choose to use, we will collect relevant Personal Information from you and share it with our third party service providers to facilitate the completion of the applicable Optional Feature, including, but not limited to, driver’s license number, state of driver’s license, social security number, date of birth, and previous employment and education information, including, but not limited to, contact information of previous employers and educational history.
- If you register with us as a Company seeking to fill open positions for workers, you may provide us with information such as the type of workers you are seeking and job titles related thereto, which information will be publicly available via the Site 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, including, but not limited to, purchasing credits to contact workers via the Site and paying a fee to Proven for a successful Worker placement with your Company, we will collect Financial Information from you to facilitate your payments to Proven for your use of such features.
- Please note that if you, whether as a Company or Worker, choose to use the feature of the Site and Service where you can speak with a Company or Worker, as applicable, over the telephone directly via the Service, we will not share your telephone number with the Company or Worker. However, for monitoring, Site improvement and customer service purposes, we may record the telephone conversation between the parties.
- We also collect the other information that you provide as part of registration and the administration and personalization of your Profile (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 and Worker Information (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 Service and to analyze and understand how our Site is 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.
- We also 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 Site.

Log Data. When you visit the Site, 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 Site that you visit, the time spent on those pages, information you search for on our Site, advertisements that you click on via the Site, access times and dates, and other statistics. We use this information to monitor and analyze use of the Site and the Service and for the Site’s technical administration, to increase our Site’s functionality and user-friendliness, and to better tailor our Site to our visitors’ needs. For example, some of this information is collected so that when you visit the Site again, it will recognize you and serve advertisements and other information appropriate to your interests. We also use this information to verify that Proven Users meet the criteria required to process their requests.

Cookies

Like many websites, 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 Site. Second, we utilize session ID cookies to enable certain features of the Site, to better understand how you interact with the Site and to monitor aggregate usage by Proven Users and web traffic routing on the Site. Unlike persistent cookies, session cookies are deleted from your computer when you log off from the Site and Service and then close your browser. Third party advertisers on the Site 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 Site.

Emailing Via a Proven Account

Members may communicate with non-registered users through the “Invite to Crew” feature of the Services. Where a Member the option of adding one or more email addresses to an online form, a message be sent from Proven to those email addresses on their behalf. These email addresses will be used only for the purpose of sending the email communication to the addressee.

Inviting Friends to use Proven

If you choose to use our services to tell a friend about our Service, we will ask you for your friend’s email address. We will automatically send your friend a one-time email inviting him or her to visit the Service. We store this information for the sole purpose of sending this one-time emails and tracking the success of

our referral program. Your friend may contact us at [\[insert_email_address\]support@proven.com](mailto:[insert_email_address]support@proven.com) to request that we remove this information from our database.

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.

Information Sharing and Disclosure

Proven Users. Your Worker Information, along with the status of any Optional Features you choose to use, will be publicly viewable in your Profile on the Site and shared with other Proven Users from the moment the Worker Information is provided to us and your Profile is created. As a Company, your Company’s location, hiring status and open positions related thereto will be publicly available via the Site. You can choose what Personal Information you update as part of your Profile by adjusting the information on your Profile page. We recommend that you guard your sensitive information.

Companies. If you are a Worker, when you create a Profile or choose to share your Worker Information with a Company, your Worker 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, background check services, employment verification services, DMV record check services, third party payment processors, database management, web analytics and improvement of the Site’s features) or to assist us in analyzing how our Site 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.

SNSs. As a Member, you may link your Account with certain SNSs where you have an existing account with the SNSs. In these instances, with your permission and on your behalf, we will share your Account information with the applicable SNS. Through use of such SNSs’ APIs, we also receive certain information (which may include your Personal Information) in accordance with the privacy settings you have set in your SNS account, if any. Other than what we may share with the SNS in connection with your linking of accounts, the Personal Information an SNS has about you is obtained by the SNS independent of our Service. Other services, including the SNSs, 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 services you 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 activity we may consider to be, or to pose a risk of being, any illegal, unethical or legally actionable activity.

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.

Changing or Deleting Your Information

All Members may review, update, correct or delete the Personal Information in their profile by contacting us or by logging into your Account and adjusting 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, please 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 number or social security number) via the Site, 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 on the Site in the most expedient time possible and without unreasonable delay, insofar as consistent with (i) the legitimate needs of law enforcement or (ii) any measures necessary to determine the scope of the breach and 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, 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 Site 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.

Our Policy Toward Children

The Site is 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, Proven.com
237 Kearny St #267
San Francisco, CA 94108.