

RLJ Talent Consulting, Inc. (dba Scouted) Privacy Policy

Privacy Policy

RLJ Talent Consulting, Inc. (dba Scouted) takes your privacy very seriously. We appreciate that you are trusting us with personal information, which is information that personally identifies you, such as your name, email address or billing information, or other data which can be reasonably linked to such information by Scouted, such as information included on a job resume you provide to us or questionnaire you fill out. This Privacy Policy, therefore, is meant to help you understand what data we collect, why we collect it, and what we do with it.

There are many different ways you can use our services to locate the right job or candidate. When you share information with us, for example by creating a Scouted Account, we can make those services even better, to show you curated opportunities and to help you connect with organizations seeking candidates or candidates seeking employment, quicker and easier. As you use our services, we want you to be clear how we're using information and the ways in which you can protect your privacy.

Our Privacy Policy explains:

- What information we collect and why we collect it.
- How we use that information.
- The choices we offer, including how to access and update information.

We've tried to keep our Privacy Policy as simple as possible. The use of certain terms, such as cookies, Internet Protocol ("IP") addresses, pixel tags and browsers, however, is unavoidable and we encourage you to learn about these key terms first, if you don't already know what they mean. Your privacy matters to Scouted so whether you are new to Scouted or a long-time user, please do take the time to get to know our practices – and if you have any questions contact us.

Information We Collect

We collect information to provide better services to all of our users, ranging from basic information such as your name and email address, to more complex information, such as your resumes and the responses you provide to our interview questions. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

We collect information in the following ways:

Information You Provide To Us

To use our services, you must first sign up for a Scouted Account. When you do, we'll ask you for some basic personal information, like your first and last name, and email. We will also ask for job related information, including your resume (which may include your address and phone number), the type of work for which you are looking (e.g., full-time or internship), when you looking for work, the type of roles for which you are looking, location preferences, whether you can work in the United States, whether you work for credits (e.g., an internship), and your work-related strengths and weakness. You will also have an opportunity to provide us with information regarding other offers you have received, your “dream” companies and anything else you choose to share.

Once you have a Scouted Account, you will have the opportunity to provide us with responses to various interview questions, both written and pre-recorded video.

Information We Receive From Third Parties

Because Scouted seeks to match student candidates with a variety of cool companies and successful startups, we also may collect information from companies, which you have provided to those companies. For example, companies may send us interviews – both pre-recorded video and written responses – that you have provided to them.

We collect information from sources we use, such as Wuffo (to collect candidate data) and Kira Talent (to host video/written interview responses) and display them as well

Information We Get From Your Use of Scouted

We collect information about the Scouted services you use and how you use them. This information includes:

- Device Information. We collect device-specific information, such as the browser and browser version you are using, your geographic location (only with your permission), the referring URL you are using to contact Scouted, last seen (e.g, time stamp of last visit) operating system, screen size and IP address.
- Log Information. When you use our services or view content provided by Scouted, we automatically collect and store information in server logs. This includes:
 - details of how you used our service;
 - IP address;
 - device event information (e.g., crashes, system activity, hardware settings, browser type, browser language, the date and time of your request and referral URL); and
 - cookies that may uniquely identify your browser or your Scouted Account.
- Social Network Information. This refers to any information that is part of your profile on a third party social network (such as Facebook) and that you allow the third party social network to share with us or that you post publicly. Examples

may include your basic account information (e.g., name, email address, profile picture, gender, birthday, current city, user ID, list of friends, etc.) and any other additional information or activities that you permit the third party social network to share with application developers. For example, we may receive your social network information (or parts of it) when you use a third party social networking feature that is integrated within Scouted's site (such as Facebook Connect). To learn more about how your social network information may be obtained by Scouted (or other application developers), please visit the website of the relevant third party social network.

- Location Information. When you use Scouted services, we may collect and process information about your actual location (e.g., IP address and GPS), but only if you opt-in to providing this information or do so via your web browser setting.
- Unique Application Numbers. Certain applications, such as an operating system or browser version, include a unique application number.
- Local Storage. We collect and store a unique identifier on a user's machine, which we associate back to the user's personal information on our server. No explicit personal information will be maintained directly on the user's machine.
- Website usage information. This includes information about how you use and navigate our websites, including which links you click on, which pages or content you view, and other similar information or statistics about your interactions with our websites (e.g., date and time of visit, which site you came from, etc.). This information is captured using automated technologies such as cookies and web beacons, and may be collected regardless of the device you may be using (computer, smartphone, tablet, etc.). This information may also be collected using third party analytics services (such as Google Analytics) that collect data in aggregate (such as number of visits to a particular page or the amount of time spent on a site). We may also use these technologies, such as web beacons, to capture information about how users respond to certain email campaigns (e.g., time the email is opened, where users link to from that email, etc.). Website usage information may be associated with your personal contact information.
- Cookies & Similar Technologies. We use various technologies to collect and store information when you visit Scouted, and this may include using cookies or similar technologies to identify your browser or device. We also use these technologies to collect and store information for session management and analytics.

How We Use Information We Collect

We use the information we collect to provide, maintain, protect and improve services. We may also use this information to develop new services, to protect Scouted and its users, or to offer tailored content to you.

More specifically, the information we collect is primarily used to do the following:

- Create candidate's profile, which candidate can use to view his/her own information, the status of their interactions with companies and to provide companies with additional information;
- Reach out to individuals related to job search (e.g., ask if they are interested in applying, connect them to hiring managers, gather any additional information a company may need);
- We may use the information for targeted communications related to job search (e.g., matching job opening with your skills and qualifications);
- We also do targeted ads on Facebook for Scouted and companies looking for qualified applicants, based on the email addresses you provide.
- We use information from third party sources we use (e.g., Wufoo, Kira Talent) for candidate evaluation
- In order to make logging into Scouted more convenient, we provide you with the option to login with your social media credentials (e.g., Facebook) and to use your related profile photo, if you permit.

When you contact Scouted, we keep a record of your communication to help solve any issues you might be facing. We may use your email address to inform you about our services, such as letting you know about upcoming changes or improvements. We will also use your email to request your permission to forward your qualifications to a company, notify you of an interview and update you on the interview status.

We use information collected from cookies and other technologies, to improve your user experience and the overall quality of our services. We do this by using products like Google Analytics and MixPanel.

We will ask for your consent before using information for a purpose other than those that are set out in this Privacy Policy.

Information We Share

We do not share personal information with companies, organizations and individuals outside of Scouted, unless one of the following circumstances applies:

- Consent. We will share personal information with companies, organizations or individuals outside of Scouted when we have your consent to do so. We require opt-in consent for the sharing of any sensitive personal information.
- Domain Administrators.
- External Processing.
- Legal. We will share personal information with companies, organizations or individuals outside of Scouted if we have a good-faith belief that access, use, preservation or disclosure of the information is reasonably necessary to:
 - meet any applicable law, regulation, legal process or enforceable governmental request;
 - enforce applicable Terms of Service, including investigation of potential violations;
 - detect, prevent, or otherwise address fraud, security or technical issues; or
 - protect against harm to the rights, property or safety of Scouted, our users or the public as required or permitted by law.

Q: What happens if you are involved in a merger, acquisition or asset sale? Will you continue to ensure the confidentiality of any personal information and give affected users notice before personal information is transferred or becomes subject to a different privacy policy?

Accessing & Updating Your Personal Information

We strive to provide you with access to your personal information on your matches page, which is accessible in your personal account. If information is incorrect, we attempt to give you ways to update or delete it, except if we are required to maintain that information for legitimate business or legal reasons.

We may reject requests that are unreasonably repetitive, require disproportionate technical effort (for example, developing a new system or fundamentally changing an existing practice), risk the privacy of others, or would be extremely impractical (for instance, requests concerning information residing on backup systems).

Where we can provide information access and correction, we will do so for free, except where it would require a disproportionate effort. We aim to maintain our services in a manner that protects information from accidental or malicious destruction. Because of this, after you delete

information from our services, we may not immediately delete residual copies from our active servers and may not remove information from our backup servers.

Information security

Scouted has taken steps to protect itself and its users from unauthorized access to or unauthorized alteration, disclosure or destruction of information it holds. Specifically, we:

- encrypt many of our services using Secure Sockets Layer (“SSL”), which provides a more secure and private search experience;
- offer you two step verification when you access your Scouted Account;
- review our information collection, storage and processing practices, including physical security measures, to guard against unauthorized access to systems; and
- restrict access to personal information to Scouted employees, contractors and agents who need to know that information in order to process it for us, and who are subject to strict contractual confidentiality obligations and may be disciplined, up to and including discharge, if they fail to meet these obligations.

Application

This Privacy Policy applies only to services provided by Scouted and its affiliates. It does not apply to services offered by other companies or individuals, including sites that may include Scouted services, or other sites linked from our services. Our Privacy Policy does not cover the information practices of other companies and organizations who advertise our services, and who may use cookies, pixel tags and other technologies to serve and offer relevant ads.

Changes

From time to time, we may change this Privacy Policy. We will not, however, reduce your rights under this Privacy Policy without your explicit consent. We will post any privacy policy changes on this page and, if the changes are significant, we will provide a more prominent notice (including, for certain services, email notification of privacy policy changes). We will also keep prior versions of this Privacy Policy in an archive for your review.