

Shifts4U Privacy Policy

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Shifts4U provides a platform of services, through our website and other online services, for employers and job candidates to interact to fill temp and part-time job positions (hereafter “Shifts4U Service”). By using our website, you agree to this Privacy Policy.

This Privacy Policy explains how information about you is collected and used by Shifts4U, Inc. (hereafter “Shifts4U”, “our”, “we”, or “us”). This Privacy Policy applies to information we collect when you use the Shifts4U Service or when you otherwise interact with us.

We may change this Privacy Policy from time to time. If we make changes, we announce by revising the date at the top of this Privacy Policy and, in some cases, we may provide you with more prominent notice such as adding a statement on our website or sending you an email notification.

1. Collection of Information

Information You Provide to Us. Shifts4U collects information that you provide directly to us. Such information includes, without limitation, the information you provide when you register, update your account setting, post a job, post an online resume, apply for a job, participate in our forum, provide a recommendation on a job candidate, purchase or use any Shifts4U Service, and request customer support or otherwise communicate with us.

The types of information we may collect include, without limitations, your name, email address, telephone number, address, photographs, descriptions of you as a candidate, descriptions of you or your organization as an employer, any reviews or comments you make when using the Shifts4U Service, all correspondence or communications with other users or with us, and any other information you choose to provide us.

No Cookies Used. Other than the information you provide as mentioned above, we do not otherwise collect information when you access or use the Shifts4U Service. We do not send cookies to your computer to collect information.

Information from Third Parties. Shifts4U may, from time to time, obtain information from other sources, for example, for marketing purposes. If you create or log into your account through a social media site, we may also have access to certain information from that site in accordance with the authorization procedures determined by such social media site. When you make a payment via Stripe on our website to post a job, we may obtain the transaction information such as the date, time, and amount of the transaction. Shifts4U is integrated with Stripe, Inc.’s (“Stripe”) services to process payment. Stripe separately collects information about your credit or debit card information, and Shifts4U is not responsible for Stripe’s procedures and policies. Shifts4U does not store your credit card number on our site.

2. Use of Information.

General Uses. Shifts4U uses the information obtained from the Collection of Information described above for various purposes, including but not limited to:

- 2.1. Enabling you to access and use the Shifts4U Service and optimizing the type of offers presented to you;
- 2.2. Creating and maintaining a trusted and safe environment on the Shifts4U Service; detecting and preventing fraud, unauthorized access, intrusion, and service interruption;
- 2.3. Conducting investigations about disputes between users, error resolution, and other similar customer support service;
- 2.4. Operating, protecting, improving and optimizing the Shifts4U Service, our business, and our users' experience;
- 2.5. Performing analytics and conducting research on usage and activities in connection with the Shifts4U Service;
- 2.6. Communicating with you about products, services, offers, promotions, rewards, and events offered by Shifts4U;
- 2.7. Sending you service, support and administrative messages, reminders, technical notices, updates, security alerts, and information requested by you;
- 2.8. Complying with our legal obligations or requests from law enforcement agencies, resolving any disputes that we may have with any of our users, and enforcing our agreements with third parties;
- 2.9. Assisting third-party payment processors with transaction processing, error, chargeback and disputed transaction resolution, and similar payment processing functions; and
- 2.10. Carrying out any other purpose for which the information is collected.

Shifts4U is based in the United States and the information we collect is governed by U.S. laws. By accessing or using the Shifts4U Service or otherwise providing information to us, you consent to the processing and transfer of information in and to the U.S. where you may not have the same rights and protections as you do under your local law.

3. Sharing of Information.

We may share information about you as follows or as otherwise described in this Privacy Policy:

3.1. With vendors, consultants and other service providers who need access to such information to carry out work on our behalf (including, without limitation, detecting inaccurate personal information and preventing fraudulent transactions);

3.2. In response to a request for information if we believe disclosure is in accordance with any applicable law, regulation or legal process, or as otherwise required by any applicable law, rule or regulation;

3.3. To protect the rights, property and safety of Shifts4U or others, or if we believe your actions are inconsistent with the spirit or language of our Privacy Policy or Terms of Use;

3.4. In connection with any merger, sale of company assets, financing or acquisition of all or a portion of our business to another company;

3.5. Between and among Shifts4U, and its current and future parents, affiliates, subsidiaries, and other companies under common control and ownership; and

3.6. With your consent or at your direction, or if we otherwise notify you through the Shifts4U Service that the information you provide will be shared in a particular manner. We may also share with third parties aggregated or de-identified information, which cannot reasonably be used to identify you.

4. Advertising and Analytics Services Provided by Others

We may allow third parties to serve advertisements or conduct marketing services on our behalf across the Internet and to provide analytics services. We are not responsible for the methods and technologies used by these third parties.

5. Security

Shifts4U takes great measures to protect information about you from loss, theft, misuse and unauthorized access, disclosure, alteration and destruction.

We use a secure server. All supplied information is transmitted via Secure Socket Layer (SSL) technology and only authorized individuals can get access to our internal system. After a transaction, your credit card information will not be stored on our servers.

While we take great measures to protect your data, you acknowledge and accept that we will not be responsible for loss or breach of your data due to cyber-attack or hacking.

6. Account Information. You may update, correct or remove account profile information at any time by logging in to your account. If you would like to cancel your Shifts4U account entirely, please contact us, and enter your request for cancellation, but please note that we may retain certain information as required by law or for legitimate business purposes. For example, any reviews, forum postings and similar materials posted by you may continue to be publicly available on the Shifts4U Service in association with your account name even after your

Shifts4U account is cancelled. We may also retain cached or archived copies of information about you for a certain period of time.

7. Promotional Communications. You may opt out of receiving promotional emails, text messages, and other communications from Shifts4U by following the instructions in those emails, text messages or other communications or, in some cases, by modifying your Account Setting in your Shifts4U account.

8. Information for California Residents. This section provides additional disclosures required by the California Consumer Privacy Act (“CCPA”), which applies to the personal information we collect about California residents.

We collect personal information for the business and commercial purposes listed in the Use of Information section above. We share the personal information we collect with the categories of third parties listed in the Sharing of Information section above.

Subject to certain limitations, the CCPA provides California residents with the right to:

- **request to know** about the personal information that we have collected about you in the 12 months preceding your request (including the categories of information collected, the source of that information, the business purpose of that collection, the categories of third parties with whom that information is shared, and the specific pieces of personal information collected about you);
- **request to delete** any personal information about you that we have collected;
- **opt-out of “sales”** of personal information to third parties, if applicable; and
- **not to be discriminated against** for exercising these rights.

We do not sell the personal information we collect (and will not sell it in the future without providing a right to opt out).

To submit a request to know or a request to delete, please send an email to support@Shifts4U.com. In both cases, we will verify your request by asking you to provide information that matches information we have on file about you. You may designate another person as your authorized agent to act on your behalf with regard to CCPA requests. If you have designated an authorized agent to submit requests on your behalf, we will require proof that the person is authorized to act on your behalf and may also still ask you to verify your identity with us directly.

Questions and Comments

If you like to provide feedback to us about this Privacy Policy or if you have any questions, please email us at support@Shifts4U.com.