

## **Booster Privacy Policy**

This Privacy Policy explains how we – the Booster Team at NewStar Systems – collect, use, and disclose the information we collect from you through Booster (“the Site”). By using the Site, you consent to the data practices described in this Privacy Policy, which is a part of Booster’s Terms of Service.

### **Data We Collect**

We only collect personal information that you voluntarily provide to us. Job seekers must provide certain personal information in order to use Booster to connect with potential employers. Employers may also provide us with personal information when advertising job openings.

#### **A. Information You Provide**

We request and record your email address when you affirm that you have read and agreed to our Terms of Service and Privacy Policy.

Other personally identifiable information we collect may include your name, address, phone number(s), employment history, and social media handles. We may also collect additional data you provide in your resume or other application materials, including your responses to any screeners or questionnaires you complete on our Site and any media you upload.

We may also collect and aggregate anonymous demographic information, which is not unique to you, such as age, gender, race, religion, political affiliation, or household income.

#### **B. Information Derived From Activity on The Site**

When you visit Booster, some data regarding site usage is automatically recorded, such as the date and time of access, a session ID, and the receiving IP address any time the Site generates an error message.

We also record the date and time when you affirm your acceptance of Booster’s Terms of Service and Privacy Policy.

### **How We Use Your Data**

We use the information you provide to facilitate connections between individual job seekers and employers. Specifically, we use your data to:

- 1) help job seekers find jobs that align with their preferences and qualifications; and
- 2) help employers identify qualified candidates.

We may also use information you provide for our own internal purposes, which may include:

- 1) developing new Booster offerings and functionality;
- 2) improving existing Booster offerings and functionality; or
- 3) developing new data or functionality of strategic value to NewStar Systems.

Because NewStar may use your data to improve existing – or create new – algorithms, functionality, statistics, or other intellectual property, portions of your data may persist even after your account is

deleted. Your data will not be retained for any purpose other than active development of Booster- or NewStar-related assets or capabilities.

### **Sharing Information With Third Parties**

We do not sell, rent, or lease your personally identifiable information to third parties.

We may share data with trusted partners in order to facilitate your use of Booster and related services. In particular, when we accept payment *via* credit card, we use secure, third-party service providers whose business is the protection of client data. We maintain a current list of these service providers and we monitor their PCI DSS (Payment Card Industry Data Security Standard) compliance status at least annually.

Booster may contain links to third-party websites, including those of potential employers. We have no responsibility for the content, policies, or practices of third-party websites. Nor are we responsible for data, code, or anything else that is transmitted to your computer by any third party.

You may also choose to share your own personal information with third parties, such as potential employers, through Booster. When you make this choice, you do so at your own risk.

### **Storage and Security of Your Information**

Booster is hosted on servers managed by a trusted third-party vendor, whose data security practices are updated regularly. Data you share with us is stored on these same servers.

When personal information (such as a credit card number) is transmitted to other websites, it is encrypted using a method such as the Secure Sockets Layer (SSL) protocol.

Though we take precautions to secure information uploaded, collected, or transmitted through Booster, we cannot and affirmatively do not guarantee its security. We offer no representation or warranty that your data will not be exposed or disclosed through error or the actions of third parties.

TRANSMITTING OR HOSTING YOUR DATA ONLINE INVOLVES RISKS OF UNAUTHORIZED DISCLOSURE OR EXPOSURE; EACH TIME YOU ACCESS OR USE BOOSTER, YOU ASSUME THESE RISKS.

### **Email Communications**

You may receive emails notifying you of Booster news and information. You may also receive emails regarding job postings, job applications, or other information you may be interested in. If at any point you wish to stop receiving these emails, You may follow the opt-out or unsubscribe instructions included in each email.

### **Cookies**

Booster may store text files called cookies on your computer(s) or other electronic device(s) to improve your experience on the Site. Each cookie is unique and can only be read by a web server in the domain that issued the cookie to you. Cookies cannot be used to run programs or deliver viruses to your computer.

Your browser may be set up to accept cookies, request acceptance of specific cookies, or disable them completely. You will still be able to access and navigate through Booster if you disable cookies, but your experience may be more cumbersome without them.

## **Do Not Track Signals**

Booster does not track its users over time and across third party websites and therefore does not respond to Do Not Track (DNT) signals.

## **Deleting Your Data**

You may always ask us to delete your account from our servers. Deleted content will be removed from any public area of Booster and may no longer be available to third parties with whom you have shared your resume or other data.

Your data may continue to be available through Booster for some period of time after your account is cancelled or terminated because of delays inherent in propagating the deletion through Booster's servers.

In addition, third parties may retain saved copies of Your Information. NewStar cannot and does not accept any responsibility for retrieving or deleting any User Data that has been downloaded, saved, cached, or otherwise accessed or stored by third parties.

## **Revisions of this Privacy Policy**

From time to time, we may amend or update this Privacy Policy. When we do so, we will change the effective date, below. You may also receive email notification or notices on the Site itself advising of significant updates.

## **Minors' Privacy**

This Site is not directed toward minors. Individuals under 18 years of age are not permitted to submit any information to us through the Site.

## **Contact**

If You have any questions regarding this Privacy Policy, please contact Us at [Support@NewStar.Systems](mailto:Support@NewStar.Systems)

**Effective Date:** 20-Dec-18