

Privacy Policy

Effective Date: 03-23-2026

TalentMatch ("we", "our", or "us") respects your privacy and is committed to protecting your personal information. This Privacy Policy explains how we collect, use, and safeguard your information when you use our platform.

1. Information We Collect

We collect information you provide directly and information collected automatically when you use the platform.

1.1 Personal Information

When you create an account or profile, we may collect:

- Full name
 - Email address
 - Phone number
 - Profile photo
 - Location
 - Citizenship and work authorization
 - Desired job title
 - Salary expectations (minimum and maximum range)
 - Work preferences (remote, hybrid, onsite)
 - Job-seeking status (actively looking, open to offers, not looking)
 - Skills, experience, and years of experience
 - Resume files (PDF, DOCX)
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1.2 Resume Data

When you upload a resume:

- We extract and process text to auto-fill your profile
- This may include work history, education, skills, and contact details
- Extracted data is stored as part of your profile

1.3 Employer Information

If you register as an employer:

- Company name
- Recruiter name
- Company website
- Account contact information

1.4 Usage Data

We automatically collect:

- IP address
- Browser type
- Device information
- Pages visited
- Actions taken within the platform

2. How We Use Your Information

We use your information to:

- Create and manage user accounts
- Build candidate profiles
- Enable employer search and filtering
- Calculate match scores between candidates and employer searches
- Facilitate contact requests between employers and candidates
- Improve platform functionality and user experience
- Prevent fraud, abuse, or unauthorized activity
- Comply with legal obligations

3. Profile Visibility and Privacy Controls

You control how your information is shared.

3.1 Public Profiles

If enabled, your profile may be publicly accessible and include:

- Name
 - Profile photo
 - Skills and experience
 - Desired role and work preferences
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3.2 Contact Information

- Your email and phone number are **not publicly visible by default**
 - Employers must send a contact request
 - You must approve before your contact information is shared
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3.3 Resume Visibility

You may choose:

- Public visibility
 - Employer-only visibility
 - Private (hidden)
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4. Contact Request System

Employers can request to contact candidates.

- Candidates can approve or decline requests
 - Contact details are only shared upon approval
 - We may limit employer contact requests to prevent spam
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5. How We Share Information

We do **not sell your personal data**.

We may share information:

- With employers, only as permitted by your profile settings
 - With service providers (hosting, storage, analytics)
 - When required by law or legal process
 - To protect rights, safety, or prevent fraud
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6. Data Storage and Security

We take reasonable measures to protect your data, including:

- Secure servers and encryption
- Access controls and authentication
- Secure file storage for resumes

However, no system is completely secure, and we cannot guarantee absolute security.

7. Data Retention

We retain your information:

- As long as your account is active
- As needed to provide services
- As required by legal obligations

You may request deletion of your account and associated data.

8. Your Rights

Depending on your location, you may have the right to:

- Access your personal data
- Update or correct your data
- Delete your account and data
- Restrict or object to data processing

To exercise these rights, contact us at: **[Insert Contact Email]**

9. Cookies and Tracking

We may use cookies and similar technologies to:

- Maintain login sessions
- Improve user experience
- Analyze platform usage

You can control cookies through your browser settings.

10. Third-Party Services

We may use third-party services, including:

- Hosting providers (e.g., Railway)
- File storage providers (e.g., Cloudinary, UploadThing)
- Analytics tools
- AI services for resume parsing

These providers may process data on our behalf.

11. Children's Privacy

TalentMatch is not intended for individuals under 18.

We do not knowingly collect data from minors.

12. Changes to This Policy

We may update this Privacy Policy from time to time.

- Updates will be posted on this page
 - Continued use of the platform constitutes acceptance of changes
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13. Contact Us

If you have questions about this Privacy Policy, contact us at:

Email: support@apercallc.com

Website: talentmatch.apercallc.com

14. Consent

By using TalentMatch, you consent to this Privacy Policy and the collection and use of your information as described.