

Effective 11/11/2024

This Privacy Policy applies when you use our Services. We offer our Users choices about the data we collect, use and share as described in this Privacy Policy.

Table of Contents

1. Data We Collect
2. How We Use Your Data
3. How We Share Information
4. Your Choices and Obligations
5. Other Important Information

Introduction

We are a social network and mobile tool. People use our Services to find and be found for business opportunities, to connect with others (via a digital business card), create work contracts, build their indepro profile and transact with their clients. Our Privacy Policy applies to any User or Customer to our Services.

Our registered Users ("Users") share their work identities, build and post content to their digital profile and grow their indepro profile. Content and data is shareable and viewable to non-members ("Customers").

Services

This Privacy Policy applies to your use of our Services.

This Privacy Policy applies to indeproapp.com and the indepro app.

Data Controllers and Contracting Parties

USEFUZE INC. d/b/a indepro will be the controller of your personal data provided to, or collected by or for, or processed in connection with, our Services.

As a Customer or User of our Services, the collection, use, and sharing of your personal data is subject to this Privacy Policy and other documents referenced in this Privacy Policy, as well as updates.

Change

Changes to the Privacy Policy apply to your use of our Services after the "effective date." indepro ("we" or "us") can modify this Privacy Policy, and if we make material changes to it, we will provide notice through our Services, or by other means, to provide you the

opportunity to review the changes before they become effective. If you object to any changes, you may close your account.

You acknowledge that your continued use of our Services after we publish or send a notice about our changes to this Privacy Policy means that the collection, use, and sharing of your personal data is subject to the updated Privacy Policy, as of its effective date.

1. Data We Collect

1.1 Data You Provide To Us

You provide data to create an account with us.

Registration:

To create an account you need to provide data including your name, email address and/or mobile number, and a password. If you register for any paid Service(s) you will need to provide payment (e.g., credit card) and billing information.

Profile:

You have choices about the information on your profile, such as your education, work experience, skills, profile photo, city or area. You don't have to provide additional information on your profile; however, profile information helps you to get more from our Services. It's your choice whether to include sensitive information on your profile and to make that sensitive information public. Please do not post or add personal data to your profile that you would not want to be publicly available.

You give other data to us, such as by syncing your address book or calendar.

Posting and Uploading:

We collect personal data from you when you provide, post or upload it to our Services, such as when you fill out a form, respond to a survey, or fill out a job contract [estimates & invoices] on our Services. If you opt to import your address book, we receive your contacts (including contact information your service provider(s) or app automatically added to your address book when you communicated with addresses or numbers not already in your list).

If you sync your contacts or calendars with our Services, we will collect your address book and calendar meeting information to keep growing your brand by suggesting future services and/or connections.

You don't have to post or upload personal data; though if you don't, it may limit your ability to grow and engage with your network over our Services.

1.2 Data From Others:

Others may post or write about you.

Content and News:

You and others may post content that includes information about you (as part of articles, posts, comments, videos) on our Services. We also may collect public information about you, such as work-related news and accomplishments, and make it available as part of our Services, including, as permitted by your settings.

Others may sync their contacts or calendar with our Services

Contact and Calendar Information:

We receive personal data (including contact information) about you when others import or sync their contacts or calendar with our Services, associate their contacts with User profiles, scan and upload business cards, or send messages using our Services. If you or others opt-in to sync email accounts with our Services, we will also collect "email header" information that we can associate with User profiles.

Customers and partners may provide data to us.

Partners:

We receive personal data about you when you use the services of our customers and partners, such as employers or prospective employers.

Related Companies and Other Services:

We receive data about you when you use some of the other services provided by us or our affiliates.

1.3 Service Use

We log your visits and use of our Services, including mobile apps.

We log usage data when you visit or otherwise use our Services, including our sites, app and platform technology, such as when you view or click on content or ads (on or off our sites and apps), perform a search, install or update one of our mobile apps, share

articles or contract for jobs. We use log-ins, cookies, device information and internet protocol ("IP") addresses to identify you and log your use.

1.4 Cookies and Similar Technologies

We collect data through cookies and similar technologies.

We use cookies and similar technologies (e.g., pixels and ad tags) to collect data (e.g., device IDs) to recognize you and your device(s) on, off and across different services and devices where you have engaged with our Services. We also allow some others to use cookies as described in our Cookie Policy. If you are outside the Designated Countries, we also collect (or rely on others who collect) information about your device where you have not engaged with our Services (e.g., ad ID, IP address, operating system and browser information) so we can provide our Users and their Customers with relevant ads and better understand their effectiveness.

1.5 Your Device and Location

We receive data through cookies and similar technologies

When you visit or leave our Services (including some plugins and our cookies or similar technology on the sites of others), we receive the URL of both the site you came from and the one you go to, and the time of your visit. We also get information about your network and device (e.g., IP address, proxy server, operating system, web browser and add-ons, device identifier and features, cookie IDs and/or ISP, or your mobile carrier). If you use our Services from a mobile device, that device will send us data about your location based on your phone settings. We will ask you to opt-in before we use GPS or other tools to identify your precise location.

1.6 Messages

If you communicate through our Services, we learn about that.

We collect information about you when you send, receive, or engage with messages in connection with our Services. For example, if you get an indepro work estimate request, we track whether you have acted on it and may send you reminders. We also use automatic scanning technology on messages to support and protect our site. For example, we use this technology to suggest possible responses to messages and to

manage or block content that violates our Terms of Service or Policies from our Services.

1.7 Sites and Services of Others

We get data when you visit sites that include our ads, cookies or some of our plugins or when you log-in to others' services with your indepro account.

We receive information about your visits and interaction with services provided by others when you log-in with indepro or visit others' services that include some of our plugins or our ads, cookies or similar technologies.

1.8 Other

We are improving our Services, which means we get new data and create new ways to use data.

Our Services are dynamic, and we often introduce new features, which may require the collection of new information. If we collect materially different personal data or materially change how we collect, use or share your data, we will notify you and may also modify this Privacy Policy.

2. How We Use Your Data

We use your data to provide; support, personalize, and develop our Services.

How we use your personal data will depend on which Services you use, how you use those Services and the choices you make in your settings. We use the data that we have about you to provide and personalize our Services, including with the help of automated systems and inferences we make, so that our Services (including ads) can be more relevant and useful to you and others.

2.1 Services

Our Services help you connect with others, find and be found for work and business opportunities, stay informed, get training and be more productive.

We use your data to authorize access to our Services and honor your settings.

Our Services allow you to stay in touch and up to date with colleagues, partners, customers, and other work contacts. To do so, you can “connect” with the Users who you choose, and who also wish to “connect” with you. Subject to your and their settings, when you connect with other Users, you will be able to search each others’ connections in order to exchange work opportunities.

We use data about you (such as your profile, profiles you have viewed or data provided through address book uploads or partner integrations) to help others find your profile, suggest connections for you and others (e.g. Users who share your contacts or job experiences) and enable you to invite others to become a User and work with you. You can also opt-in to allow us to use your precise location or proximity to others for certain tasks (e.g. to suggest other nearby Users for you to connect with or calculate the commute to jobsite.)

It is your choice whether to invite someone to our Services, send a connection request, or allow another User to become your connection. When you invite someone to connect with you, your invitation will include your network and basic profile information (e.g., name, profile photo, job title, region). We will send invitation reminders to the person you invited.

Customers have choices about how we use their data.

Our Services allow you to stay informed about news, events, and ideas regarding work topics/services you care about, and from Users you respect. Our Services also allow you to improve your work skills, or learn new ones. We use the data we have about you (e.g., data you provide, data we collect from your engagement with our Services and inferences we make from the data we have about you), to personalize our Services for you, such as by recommending or ranking relevant content and conversations on our Services. We use your content, activity and other data, including your name and photo, to provide notices to your network and others.

Career

Our Services allow you to explore careers, evaluate educational opportunities, and seek out, and be found for, career/job opportunities. Your profile can be found by those looking to hire (for a job or a specific task) or be hired by you. We will use your data to recommend jobs, show you and others relevant professional contacts (e.g., who work at a company, in an industry, function or location or have certain skills and connections). We will use your data to recommend jobs to you and you to other Users. We may use

automated systems to provide content and recommendations to help make our Services more relevant to our Users, and Customers. Keeping your profile accurate and up-to-date may help you better connect to others and to opportunities through our Services.

Productivity

Our Services allow you to collaborate with Users, search for potential customers, partners, and others to do business with. Our Services allow you to communicate with other Users and schedule and prepare meetings with them. If your settings allow, we scan messages to provide “bots” or similar tools that facilitate tasks such as scheduling meetings, drafting responses, summarizing messages or recommending next steps.

2.2 Communications

We contact you and enable communications between Users. We offer settings to control what messages you receive and how often you receive some types of messages.

We will contact you through email, mobile phone, notices posted on our websites or apps, messages to your personal inbox, and other ways through our Services, including text messages and push notifications. We will send you messages about the availability of our Services, security, or other service-related issues. We also send messages about how to use our Services, network updates, reminders, job suggestions and promotional messages from us and our partners. You may change your communication preferences at any time. Please be aware that you cannot opt-out of receiving service messages from us, including security and legal notices.

2.3 Advertising

We serve you tailored ads both on and off our Services. We offer you choices regarding personalized ads, but you cannot opt-out of seeing other ads.

We target (and measure the performance of) ads to Users, Customers, and others both on and off our Services directly or through a variety of partners, using the following data, whether separately or combined:

- Data from advertising technologies on and off our Services, pixels, ad tags, cookies, and device identifiers;

- User-provided information (e.g., profile, contact information, and industry);
- Data from your use of our Services (e.g., search history, feed, content you read, who you follow or is following you, connections, groups participation, page visits, videos you watch, clicking on an ad, etc.), including as described in Section 1.3;
- Information from advertising partners, vendors, and publishers; and
- Information inferred from data described above (e.g., using job titles from a profile to infer industry, seniority, and compensation bracket; using graduation dates to infer age or using first names or pronoun usage to infer gender; using your feed activity to infer your interests, or using device data to recognize you as a User).

We will show you ads called sponsored content which look similar to non-sponsored content, except that they are labeled as advertising (e.g., as “ad” or “sponsored”). If you take a social action (such as like, comment or share) on these ads, your action is associated with your name and viewable by others, including the advertiser. Subject to your settings, if you take a social action on the indepro Services, that action may be mentioned with related ads. For example, when you like a company we may include your name and photo when their sponsored content is shown.

Ad Choices:

We adhere to self-regulatory principles for interest-based advertising and participate in industry opt-outs from such ads. This does not opt you out of receiving advertising; you will continue to get other ads by advertisers not listed with these self-regulatory tools. You can also opt-out specifically from our uses of certain categories of data to show you more relevant ads.

Info to Ad Providers:

We do not share your personal data with any third-party advertisers or ad networks except for: (i) hashed IDs or device identifiers (to the extent they are personal data in some countries); (ii) with your separate permission (e.g., in a lead generation form) or (iii) data already visible to any Users of the Services (e.g., profile). However, if you view or click on an ad on or off our Services, the ad provider will get a signal that someone visited the page that displayed the ad, and they may, through the use of mechanisms such as cookies, determine it is you. Advertising partners can associate personal data collected by the advertiser directly from you with hashed IDs or device identifiers received from us. In such instances, we seek to contractually require such advertising partners to obtain your explicit, opt-in consent before doing so.

2.4 Marketing

We promote our Services to you and others.

In addition to advertising our Services, we use Users' data and content for invitations and communications promoting membership and network growth, engagement, and our Services, such as by showing your connections that you have used a feature on our Services.

2.5 Developing Services and Research

We develop our Services and conduct research

Service Development:

We use data, including public feedback, to conduct research and development for our Services in order to provide you and others with a better, more intuitive, and personalized experience, drive membership growth and engagement on our Services, and help connect Users to each other and to economic opportunity.

Other Research:

We seek to create economic opportunities for Users of the global workforce and to help them be more productive and successful. We use the personal data available to us to research social, economic, and workplace trends, such as jobs availability and skills needed for these jobs and policies that help bridge the gap in various industries and geographic areas. In some cases, we work with trusted third parties to perform this research, under controls that are designed to protect your privacy. We publish or allow others to publish economic insights, presented as aggregated data rather than personal data.

Surveys:

Polls and surveys are conducted by us and others through our Services. You are not obligated to respond to polls or surveys, and you have choices about the information you provide. You may opt out of survey invitations.

2.6 Customer Support

We use data to help you and fix problems.

We use data (which can include your communications) to investigate, respond to and resolve complaints and for Service issues (e.g., bugs).

2.7 Insights That Do Not Identify You

We use data to generate insights that do not identify you.

We use your data to produce and share insights that do not identify you. For example, we may use your data to generate statistics about our Users, their profession, or industry, to calculate ad impressions served or clicked on, or to publish Customer demographics for a Service or create demographic workforce insights.

2.8 Security and Investigations

We use data for security, fraud prevention, and investigations.

We use your data (including your communications) for security purposes or to prevent or investigate possible fraud or other violations of our Terms of Service and/or attempts to harm our Users, Customers, or others.

3. How We Share Information

3.1 Our Services

Any data that you include on your profile and any content you post or social action (e.g., likes, follows, comments, shares) you take on our Services will be seen by others, consistent with your settings.

Profile:

Your profile is fully visible to all Users and Customers of our Services. Subject to your settings, it can also be visible to others on or off of our Services (e.g., Customers to our Services or Users of third-party search engines).

Posts, Likes, Follows, Comments, Messages:

Our Services allow viewing and sharing information including through posts, likes, follows and comments.

- When you share an article or a post (e.g., an update, image, video or article) publicly it can be viewed by everyone and re-shared anywhere

(subject to your settings). Users, Customers, and others will be able to find and see your publicly-shared content, including your name (and photo if you have provided one).

- Any information you share through companies' or other organizations' pages on our Services will be viewable by it and others who visit those pages.
- When you follow a person or organization, you are visible to others and that "page owner" as a follower.
- We let senders know when you act on their message, subject to your settings where applicable.
- Subject to your settings, we may let a User know when you view their profile.
- When you like or re-share or comment on another's content (including ads), others will be able to view these "social actions" and associate it with you (e.g., your name, profile and photo if you provided it).

3.2 Communication Archival

Users may need to store communications outside of our Service.

Some Users need, for legal or professional compliance, to archive their communications and social media activity, and will use services of others to provide these archival services. We enable archiving of messages by and to those Users outside of our Services.

3.3 Others' Services

You may link your account with others' services so that they can look up your contacts' profiles, post your shares on such platforms, or enable you to start conversations with your connections on such platforms. Excerpts from your profile will also appear on the services of others.

Subject to your settings, other services may look up your profile. When you opt to link your account with other services, personal data will become available to them. The sharing and use of that personal data will be described in, or linked to, a consent screen when you opt to link the accounts. For example, you may link your Twitter or WeChat account to share content from our Services into these other services, or your email provider may give you the option to upload your indepro contacts into its own service.

Third-party services have their own privacy policies, and you may be giving them permission to use your data in ways we would not. You may revoke the link with such accounts.

Subject to your settings, excerpts from your profile will appear on the services of others (e.g., search engine results, mail and calendar applications that show a User limited profile data of the person they are meeting or messaging, social media aggregators, talent, and lead managers). “Old” profile information remains on these services until they update their data cache with changes you made to your profile

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3.4 Related Services

We share your data across our different Services and indepro affiliated entities.

We will share your personal data with our affiliates to provide and develop our Services. We may combine information internally across the different Services covered by this Privacy Policy to help our Services be more relevant and useful to you and others. For example, we may personalize your feed or job recommendations based on your learning history.

3.5 Service Providers

We may use others to help us with our Services.

We use others to help us provide our Services (e.g., maintenance, analysis, audit, payments, fraud detection, marketing, and development). They will have access to your information as reasonably necessary to perform these tasks on our behalf and are obligated not to disclose or use it for other purposes.

3.6 Legal Disclosures

We may need to share your data when we believe it’s required by law or to help protect the rights and safety of you, us, or others.

It is possible that we will need to disclose information about you when required by law, subpoena, or other legal process or if we have a good faith belief that disclosure is reasonably necessary to (1) investigate, prevent or take action regarding suspected or actual illegal activities or to assist government enforcement agencies; (2) enforce our agreements with you; (3) investigate and defend ourselves against any third-party

claims or allegations; (4) protect the security or integrity of our Services (such as by sharing with companies facing similar threats); or (5) exercise or protect the rights and safety of indepro, our Users, personnel or others. We attempt to notify Users about legal demands for their personal data when appropriate in our judgment, unless prohibited by law or court order or when the request is an emergency. We may dispute such demands when we believe, at our discretion, that the requests are overbroad, vague, or lack proper authority, but we do not promise to challenge every demand.

3.7 Change in Control or Sale

We may share your data when our business is sold to others, but it must continue to be used in accordance with this Privacy Policy.

We can also share your personal data as part of a sale, merger, or change in control, or in preparation for any of these events. Any other entity which buys us or part of our business will have the right to continue to use your data, but only in the manner set out in this Privacy Policy unless you agree otherwise.

4. Your Choices & Obligations

4.1 Data Retention

We keep most of your personal data for as long as your account is open.

We generally retain your personal data as long as you keep your account open or as needed to provide you Services. This includes data you or others provided to us and data generated or inferred from your use of our Services. Even if you only use our Services when looking for a new job every few years, we will retain your information and keep your profile open, unless you close your account. In some cases, we choose to retain certain information (e.g., insights about Services use) in a depersonalized or aggregated form.

4.2 Rights to Access and Control Your Personal Data

You can access or delete your personal data. You have many choices about how your data is collected, used, and shared.

We provide many choices about the collection, use, and sharing of your data, from deleting or correcting data you include in your profile and controlling the visibility of your

posts to advertising opt-outs and communication controls. We offer you settings to control and manage the personal data we have about you.

For personal data that we have about you, you can:

- Personally Delete Data:
 - i. Go to profile and click “Delete Account” option
 - ii. Enter your account password and click “Delete Account” button
 - iii. Upon deleting your indepro account you are automatically requesting to have your data deleted.
 - iv. Your personal data will generally stop being visible to others on our Services within 24 hours. Your account data is deleted immediately.
- Users’ Request For Data Deletion:
 - i. To make a formal request to delete your personal data please email howdy@indeproapp.com Subject: Data Services.
 - ii. Upon receiving your request: User data collection will stop when requested and any stored User data collected before the request will be deleted.
 - iii. Your personal data will generally stop being visible to others on our Services within 24 hours.
- Other ways to have your data deleted:
 - i. Anytime that a User/User clicks or writes out any of the following in response to any indepro communication attempts:
 - 1. “Withdrawal/Revocation/Cancellation/Opt-out/Right to object/Stop/Rejection/Termination of consent to Personal Data”
 - ii. Upon receiving your request: User data collection will stop when requested and any stored User data collected before the request will be deleted.
 - iii. Your personal data will generally stop being visible to others on our Services within 24 hours.
- Change or Correct Data: You can edit some of your personal data through your account. You can also ask us to change, update or fix your data in certain cases, particularly if it’s inaccurate.
- Object to, or Limit or Restrict, Use of Data: You can ask us to stop using all or some of your personal data (e.g., if we have no legal right to keep using it) or to limit our use of it (e.g., if your personal data is inaccurate or unlawfully held).

- Right to Access and/or Take Your Data: You can ask us for a copy of your personal data and can ask for a copy of personal data you provided in machine-readable form.

Residents in the Designated Countries and other regions may have additional rights under their laws.

4.3 Account Closure

If you choose to delete your indepro account, your personal data will generally stop being visible to others on our Services within 24 hours. We generally delete closed account information within 30 days of account closure, except as noted below.

We retain your personal data even after you have closed your account if only reasonably necessary to comply with our legal obligations (including law enforcement requests), meet regulatory requirements, resolve disputes, maintain security, prevent fraud and abuse (e.g., if we have restricted your account for breach of our Policies), enforce our Terms of Service, or fulfill your request to "unsubscribe" from further messages from us. We may retain de-personalized information after your account has been closed.

Information you have shared with others (e.g., through messages, updates, or group posts) will remain visible after you close your account or delete the information from your own profile or mailbox, and we do not control data that other Users have copied out of our Services. Groups content and ratings or review content associated with closed accounts will show an unknown User as the source. Your profile may continue to be displayed in the services of others (e.g., search engine results) until they refresh their cache.

5. Other Important Information

5.1. Security

We monitor for and try to prevent security breaches. Please use the security features available through our Services.

We implement security safeguards designed to protect your data, such as HTTPS. We regularly monitor our systems for possible vulnerabilities and attacks. However, we cannot warrant the security of any information that you send us. There is no guarantee that data may not be accessed, disclosed, altered, or destroyed by breach of any of our physical, technical, or managerial safeguards.

5.2. Cross-Border Data Transfers

We may store and use your data outside your country.

We may process data both inside and outside of the United States and rely on legally-provided mechanisms to lawfully transfer data across borders. Countries where we process data may have laws that are different from, and potentially not as protective as, the laws of your own country.

5.3 Lawful Bases for Processing

We have lawful bases to collect, use and share data about you. You have choices about our use of your data. At any time, you can withdraw the consent you have provided by going to settings.

We will only collect and process personal data about you where we have lawful bases. Lawful bases include consent (where you have given consent), contract (where processing is necessary for the performance of a contract with you (e.g., to deliver the indepro Services you have requested), and “legitimate interests.”

Where we rely on your consent to process personal data, you have the right to withdraw or decline your consent at any time and where we rely on legitimate interests, you have the right to object. If you have any questions about the lawful bases upon which we collect and use your personal data, please contact howdy@indeproapp.com, Subject: Data Services.

5.4. Direct Marketing and Do Not Track Signals

We currently do not share personal data with third parties for their direct marketing purposes without your permission.

5.5. Contact Information

You can contact us or use other options to resolve any complaints.

If you have questions or complaints regarding this Policy, please first contact indepro online (howdy@indeproapp.com). You can also reach us by physical mail, USEFUZE INC. d/b/a indepro P.O.Box 848 Waverly, NY 14892.