



PRIVACY POLICY

Effective Date: August 9, 2021

Welcome to HireMe Healthcare. This “**Privacy Policy**” describes the privacy practices of HireMe Healthcare, Inc. and our subsidiaries and affiliates (collectively, “**HireMe Healthcare**”, “**we**”, “**us**”, or “**our**”) in connection with the <https://www.hiremehealthcare.com> website (the “**Site**”), our mobile application (the “**App**”), and any other website or mobile application that we own or control and which posts or links to this Privacy Policy (collectively, the “**Service**”), and the rights and choices available to individuals with respect to their information. HireMe Healthcare may provide additional or supplemental privacy policies to individuals for specific products or services that we offer at the time we collect personal information. These supplemental privacy policies will govern how we may process the information in the context of the specific product or service.

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Personal Information We Collect

Information you provide to us. Personal information you provide to us through the Service or otherwise includes (but may depend on your use case as a healthcare professional or a healthcare provider):

- **Account information**, such as your account registration information, username, password, account activity information and your visit and login activity information, including the date and time, and other automatically logged information described below in the “Cookies and Other Information Collected by Automated Means” part of this Section.
- **Any data, information, or content you make available via the Service**, such as your communications with healthcare providers (including the content and timing thereof), and calendar information (e.g., for scheduling of interviews, including your availability and the proposed and chosen dates and times).
- **Coarse and/or precise geolocation information**, such as when you authorize our App or Site to access your location, as described below in the “Geolocation Information We Obtain” part of this Section.
- **Content you choose to upload to the Service**, such as resumes, curriculum vitae, cover letters, and any other text, images, audio, and video, along with the metadata associated with the files you upload.
- **Demographic information**, such as your city, state, country of residence, postal code, and age.

- **Feedback or correspondence**, such as information you provide when you contact us with questions, feedback, or otherwise correspond with us online.
- **Healthcare professional information**, such as your first and last name, email and mailing addresses, phone number, professional licensure(s) and/or certification(s), medical specialty(ies), professional title, and company name.
- **Healthcare provider information**, such as your company's contact information (company name, phone number, fax number, email address, mailing address, and billing address), your company's business-related information (entity type and size, healthcare specialties, job openings, and benefits), your company contacts (e.g., hiring manager, director), and your company's payment card information or other payment method (each held only in token form).
- **Job opening information**, such as the position needed, job description, salary range, benefits, and contact and location information.
- **Marketing information**, such as your preferences for receiving communications about our activities, events, and publications or those of a healthcare provider, and details about how you engage with any such communications.
- **Profile information**, such as your username and password that you may set to establish an online account with us, your name, address, phone number, and email address, and your photograph, interests, and preferences (including job search criterion, as well as communication and profile visibility, such as whether you want your profile as a healthcare professional visible for a healthcare provider to search, seek you out, and/or communicate with you).
- **Registration information**, such as information that may be related to a service, an account, or an event you register for.
- **Resume profile information**, such as an introductory paragraph, work availability, work history, education, professional licensures and/or certifications, continuing education courses, awards, professional skills, values, photo, personality type, and workplace cultural preferences.
- **Transaction information**, such as information about payments to and from you (if a healthcare provider) and other details of products or services you have purchased or consumed from us at no cost, as applicable.
- **Usage information**, such as information about how you use the Service and interact with us, including information associated with any content you upload to the websites or otherwise submit to us, and information you provide when you use any interactive features of the Service.
- **Other information** that we may collect which is not specifically listed here, but which we will use in accordance with this Privacy Policy or as otherwise disclosed at the time of collection.

Information We Obtain from Social Media Platforms. We may maintain pages for HireMe Healthcare on social media platforms, such as Facebook, LinkedIn, Twitter, Google, YouTube, Instagram, and other third-party platforms. When you visit or interact with our pages on those platforms, the platform provider's privacy policy will apply to your interactions and their collection, use, and processing of your personal information. You or the platforms may provide us with information through the platform, and we will treat such information in accordance with this Privacy Policy.

Information We Obtain from Other Third Parties. We may receive personal information about you from third-party sources. For example, a business partner may share your contact information with us if you have expressed interest in learning specifically about our products or services, or the types of products or services we offer. We may obtain your personal information from other third parties, such as marketing partners, publicly available sources, and data providers.

Geolocation Information We Obtain. To provide access to the Service while you are using the App or Site, we automatically collect geolocation information from your mobile device, your wireless carrier, browser, or certain third-party service providers (as described below in the "Cookies and Other Information Collected by Automated Means" part of this Section). Collection of such geolocation information of yours occurs only when you have

enabled location services on your mobile device and/or your browser (each as applicable). We use that information to provide you with location-based information and ads, like job openings, hiring managers, and healthcare providers in your area, and to offer location-based services, like allowing you to calculate the commute to a new job or receive suggestions on nearby hiring managers to connect with. You may control the collection of such geolocation information through the user settings on your device or your browser settings, as applicable. You may decline to allow us to collect such geolocation information, and revoke any previously given consent to do so, at any time. In either case, please be aware that there are certain services that we will be unable to provide to you as a result.

Note that we use Google Maps and the Google Maps API as part of our Service. The Google Privacy Policy (at: <https://policies.google.com/privacy> or such other URL as Google may provide) is hereby incorporated by reference.

Cookies and Other Information Collected by Automated Means. We, our service providers, and our business partners may automatically log information about you, your computer or mobile device, and activity occurring on or through the Service, including but not limited to, your computer or mobile device operating system type and version number, manufacturer and model, carrier and network type, device identifier (such as the Google Advertising ID or Apple ID for Advertising), browser type and language, screen resolution, IP address (which may consist of a static or dynamic IP address and will sometimes point to a specific identifiable computer or device), the website you visited before and after browsing to our website, general location information such as city, state, or geographic area; information about your use of and actions on the Service, such as pages or screens you viewed, how long you spent on a page or screen, navigation paths between pages or screens, information about your activity on a page or screen, access times, and length of access; and other personal information. Our service providers and business partners may collect this type of information over time and across third-party websites and applications.

On our webpages, this information is collected using cookies, browser web storage (also known as locally stored objects, or “LSOs”), web beacons, and similar technologies, and our emails may also contain web beacons. In our App, we may collect this information directly or through our use of third-party software development kits (“SDKs”). SDKs may enable third parties to collect information directly from our App.

A “cookie” is a text file that websites send to a visitor’s computer or other Internet-connected device to uniquely identify the visitor’s browser or to store information or settings in the browser. Browser web storage, or LSOs, are used for similar purposes as cookies. Browser web storage enables the storage of a larger amount of data than cookies. A “web beacon,” also known as a pixel tag or clear GIF, is typically used to demonstrate that a webpage was accessed or that certain content was viewed, typically to measure the success of our marketing campaigns or engagement with our emails and to compile statistics about usage of our websites. An SDK is third-party computer code that we may incorporate into our App that may be used for a variety of purposes, including to provide us with analytics regarding the use of our App, to better program our App amid a web app development framework written in a certain programming language (e.g., Ruby), to add features or functionality to our App, to create or enhance the user interface(s), or to facilitate online advertising.

Web browsers may offer users of our websites or mobile apps the ability to disable receiving certain types of cookies; however, if cookies are disabled, some features or functionality of our websites may not function correctly. Please see the “Targeted Online Advertising” Section for information about how to exercise choice regarding the use of browsing behavior for purposes of targeted advertising.

Referrals. Users of the Service may have the opportunity to refer friends or other contacts to us. If you are an existing user, you may only submit a referral if you have permission to provide the referral’s contact information to us so that we may contact them.

How We Use Your Personal Information

We use your personal information for the following purposes and as otherwise described in this Privacy Policy or at the time of collection:

To Operate the Service. We use your personal information to:

- provide, operate, and improve the Service

- connect certain licensed healthcare professionals with relevant healthcare providers and/or hiring managers for purposes of facilitating and streamlining the job search process for such healthcare professionals
- promote and publicize certain job openings as well as the healthcare providers actively seeking to fill such licensed healthcare positions
- promote and publicize the healthcare professionals who are actively searching for a job or who are otherwise open to being contacted by relevant healthcare providers and/or their hiring managers for prospective employment or contract work
- market and provide information about the Service and our other products and services
- establish and maintain your user or customer profile (as applicable) on the Service
- enable security features of the Service, such as by sending you security codes via email, and remembering devices from which you have previously logged in
- facilitate social features of the Service, such as by identifying and suggesting connections with other users of the Service and providing chat or messaging functionality
- communicate with you about the Service, including by sending you announcements, updates, security alerts, and support and administrative messages
- communicate with you about events or interviews in which you participate and/or the applications or inquiries that you submit
- understand your needs and interests, and personalize your experience with the Service and our communications
- provide support and maintenance for the Service
- respond to your requests, questions, and feedback

For Research and Development. We analyze use of the Service to analyze and improve the Service and to develop new products and services, including by studying user demographics and use of the Service.

To Send You Marketing and Promotional Communications. We may send you HireMe Healthcare-related marketing communications as permitted by law. You will have the ability to opt-out of our marketing and promotional communications as described in the “Opt Out of Marketing” Section below.

To Comply with Laws. We use your personal information as we believe necessary or appropriate to comply with applicable laws, lawful requests, and legal process, such as to respond to subpoenas or requests from government authorities.

For Compliance, Fraud Prevention, and Safety. We may use your personal information and disclose it to law enforcement, government authorities, and private parties as we believe necessary or appropriate to: (a) protect our, your, or others’ rights, privacy, safety or property (including by making and defending legal claims); (b) enforce the terms and conditions that govern the Service; and (c) protect, investigate, and deter against fraudulent, harmful, unauthorized, unethical, or illegal activity.

With Your Consent. In some cases, we may specifically ask for your consent to collect, use, or share your personal information, such as when required by law.

To Create Anonymous, Aggregated, or De-identified Data. We may create anonymous, aggregated, or de-identified data from your personal information and other individuals whose personal information we collect. We make personal information into anonymous, aggregated, or de-identified data by removing information that makes the data personally identifiable to you. We may use this anonymous, aggregated, or de-identified data and share it with third parties for our lawful business purposes, including to analyze and improve the Service and promote our business.

How We Share Your Personal Information

We do not share your personal information with third parties without your consent, except in the following circumstances or as described in this Privacy Policy:

Affiliates. Although we currently do not have a corporate parent, subsidiaries, affiliates, or other companies under a common control (collectively, “**Affiliates**”), we may in the future. We may share your personal information with these Affiliates for purposes consistent with this Privacy Policy.

Service Providers. We may share your personal information with third-party companies and individuals that provide services on our behalf or help us operate the Service (such as hosting, backup and storage, email delivery, marketing, error monitoring and triaging, and database management services). These third parties currently include Amazon Web Services (AWS), Mailchimp, Rollbar, and SendGrid. These third parties may use your personal information only as directed or authorized by us and in a manner consistent with this Privacy Policy and are prohibited from using or disclosing your information for any other purpose.

Other Users of the Service. We may provide functionality that enables you to disclose personal information to other users of the Service. For instance, you may be able to maintain a user profile with information about yourself that you can make available to certain other users (e.g., a healthcare *professional* can make such information available to all other healthcare *provider* users and their *hiring managers*, but such healthcare professional’s information would not be available to any of the other healthcare professional users (i.e., users who are using the Service for personal use for prospective employment, and not in an employment or similar capacity for a healthcare provider)). You may also be able to submit content to the Service (such as comments, reviews, surveys, blogs, photos, and videos), and we will display your name, username, and a link to your user profile along with the content you submit. We may make available settings through your account that enable you to exercise choice regarding certain information that is displayed to other users. For example, all registered users have the ability, at any time, to view, update, and remove their test and assessment information (by clicking on the Career Resources link) and their personal information (by signing in to their account and clicking on the Resume Profile link). Moreover, the posting of a resume is completely optional, and can be made private at any time. Likewise, an active job posting can be marked booked or canceled at any time in order to remove it from our listings on the Service. When a healthcare provider is posting a job opening, an option is available to hide their company name and contact information from the posting. In this case, it is the responsibility of the party posting such job opening to provide alternate contact information. We do not control how other users or third parties use any personal information that you make available to such users.

Professional Advisors. We may disclose your personal information to professional advisors, such as lawyers, bankers, auditors, and insurers, where necessary in the course of the professional services that they render to us.

For Compliance, Fraud Prevention, and Safety. We may share your personal information with law enforcement, government authorities, and private parties as we believe necessary or appropriate to: (a) protect our, your, or others’ rights, privacy, safety, or property (including by making and defending legal claims); (b) enforce the terms and conditions that govern the Service; and (c) protect, investigate, and deter against fraudulent, harmful, unauthorized, unethical, or illegal activity.

Business Transfers. We may sell, transfer, or otherwise share some or all of our business or assets, including your personal information, in connection with a business transaction (or potential business transaction) such as a corporate divestiture, merger, consolidation, acquisition, reorganization, or sale of assets, or in the event of bankruptcy or dissolution.

Your Choices

In this Section, we describe the rights and choices available to all users.

Access or Update Your Information. If you have registered for an account with us, you may review and update certain personal information in your account profile by logging into the account.

Opt Out of Marketing Communications. As of the Effective Date, we do not send marketing-related emails. In the event we do so at a later date, you may opt out of such marketing-related emails by following the opt-out or

unsubscribe instructions at the bottom of the email, or by contacting us at privacy@hiremehealthcare.com. You may continue to receive service-related and other non-marketing emails.

Cookies and Browser Web Storage. We may allow service providers and other third parties to use cookies and similar technologies to track your browsing activity over time and across the Service and third-party websites. Most browsers let you remove or reject cookies. To do this, follow the instructions in your browser settings. Many browsers accept cookies by default until you change your settings. Please note that if you set your browser to disable cookies, the Service may not work properly. Similarly, your browser settings may allow you to clear your browser web storage.

Location Data. Users of our App have the choice whether to allow us to access your precise location data. Your device settings may provide the ability for you to revoke our ability to access location data.

Targeted Online Advertising. Some of the business partners that collect information about users' activities on or through the Service may be members of organizations or programs that provide choices to individuals regarding the use of their browsing behavior or mobile application usage for purposes of targeted advertising.

Users may opt out of receiving targeted advertising on websites through members of the Network Advertising Initiative by clicking [here](#) or the Digital Advertising Alliance by clicking [here](#). Users of our mobile applications may opt out of receiving targeted advertising in mobile apps through participating members of the Digital Advertising Alliance by installing the AppChoices mobile app, available [here](#), and selecting the user's choices. Please note that we also may work with companies that offer their own opt-out mechanisms and may not participate in the opt-out mechanisms that we linked above.

In addition, your mobile device settings may provide functionality to limit our, or our partners', ability to engage in ad tracking or targeted advertising using the Google Advertising ID or Apple ID for Advertising associated with your mobile device.

If you choose to opt out of targeted advertisements, you will still see advertisements online, but they may not be relevant to you. Even if you do choose to opt out, not all companies that serve online behavioral advertising are included in this list, so you may still receive some cookies and tailored advertisements from companies that are not listed.

Do Not Track. Some Internet browsers may be configured to send "Do Not Track" signals to the online services that you visit. We currently do not respond to "Do Not Track" or similar signals. To find out more about "Do Not Track," please visit <http://www.allaboutdnt.com>.

Choosing Not to Share Your Personal Information. Where we are required by law to collect your personal information, or where we need your personal information in order to provide the Service to you, if you do not provide this information when requested (or you later ask to delete it), we may not be able to provide you with our services. We will tell you what information you must provide to receive the Service by designating it as required at the time of collection or through other appropriate means.

Other Sites, Mobile Applications, and Services

The Service may contain links to other websites, applications, and other online services operated by third parties. These links are not an endorsement of, or representation that we are affiliated with, any third party. In addition, our content may be included on web pages or in applications or online services that are not associated with us. We do not control third-party websites, applications, or online services, and we are not responsible for their actions. Other websites, applications, and services follow different rules regarding the collection, use and sharing of your personal information. We encourage you to read the privacy policies of the other websites, applications, and online services you use.

Third-Party Payment Processor

We use a third-party payment processor to process payments made to us. In connection with the processing of such payments, we do not retain any personal information or any financial information such as complete credit card

numbers. Rather, all such information is provided directly to our third-party processor, Stripe, whose use of your personal information is governed by their privacy policy, which may be viewed at stripe.com/privacy.

Security Practices

The security of your personal information is important to us. We employ a number of organizational, technical, and physical safeguards designed to protect the personal information we collect. However, security risk is inherent in all internet and information technologies and we cannot guarantee the security of your personal information.

International Data Transfers

We are headquartered in the United States and have service providers in other countries, and your personal information may be transferred to the United States or other locations outside of your state, province, or country where privacy laws may not be as protective as those in your state, province, or country.

Children

The Service is not directed to, and we do not knowingly collect personal information from, anyone under the age of 13. If a parent or guardian becomes aware that their child has provided us with information without their consent, then they should contact us. We will delete such information from our files as soon as reasonably practicable. We encourage parents with concerns to contact us.

Changes to This Privacy Policy

We reserve the right to modify this Privacy Policy at any time. If we make material changes to this Privacy Policy, we will notify you by updating the “Effective Date” above and posting it on the Service. We may, and if required by law will, also provide notification of changes in another way that we believe is reasonably likely to reach you, such as via email (if you have an account where we have your contact information) or another manner through the Service.

Any modifications to this Privacy Policy will be effective upon our posting the new terms and/or upon implementation of the new changes on the Service (or as otherwise indicated at the time of posting). In all cases, your continued use of the Service after the posting of any modified Privacy Policy indicates your acceptance of the terms of the modified Privacy Policy. We encourage you to refer to this Privacy Policy on an ongoing basis so that you understand our current Privacy Policy.

How to Contact Us

Please direct any questions or comments about this Policy or privacy practices to privacy@hiremehealthcare.com. You may also send us a message through our website’s contact page by visiting <https://www.hiremehealthcare.com/contactus>. Additionally, you may write to us via postal mail at:

HireMe Healthcare, Inc.

Attn: Legal – Privacy

1300 South Blvd., Unit D, Charlotte, NC 28303

Information for California Residents – Your California Privacy Rights

If you are a California resident, you have the following rights:

- **Information.** To request that we disclose the following information about our collection and use of your personal information during the past 12 months:
 - The categories of personal information that we have collected about you;

- The categories of sources from which personal information is collected;
- The business or commercial purpose for collecting or selling personal information;
- The categories of third parties with whom we share your personal information;
- Whether we have disclosed your personal information for a business purpose, and if so, the categories of personal information received by each category of recipient; and
- Whether we have sold your personal information, and, if so, the categories of personal information received by each category of recipient.
- **Access.** To request a copy of the personal information that we have collected about you during the past 12 months.
- **Deletion.** To request that we delete personal information about you that we have collected from you.
- **Opt Out of Sales.** To direct us not to sell your personal information if we do, and if you are under 16 years of age, we are required to ask for affirmative authorization from you to sell your personal information before we do so.
- **Nondiscrimination.** To exercise your rights described above free from discrimination, such as denial of goods or services; price/rate increases for goods or services (including through grants of discounts/benefits or imposing penalties); decreases in service quality; or suggesting that such discriminatory acts may occur if you exercise your rights. However, a difference in price or service quality is not discriminatory if reasonably related to the value to our business of the personal information we are unable to use due to the exercise of your rights, and we may offer you certain financial incentives that can result in different prices, rates, or service quality.
- **Financial Incentive Program Disclosures.** To receive a clear description of the material terms of any program involving financial incentives for the collection, sale, or deletion of your personal information, and decide if you want to consent to be entered in it (you can revoke this consent at any time).

How to Exercise Your Rights.

You may exercise the rights described above as follows:

- **Right to Opt Out of Sales**

Currently, HireMe Healthcare does not sell your personal information. However, if we do in the future, we will provide you with a mechanism to exercise your right to opt out of sales of your personal information by visiting the following web page: Do Not Sell My Personal Information.

- **Right to Information, Access, and Deletion**

You may exercise the information, access, and deletion rights described above by submitting a verifiable request to us by:

- Visiting: <https://www.hiremehealthcare.com/do-not-sell-my-personal-information/>; or
- Emailing: privacy@hiremehealthcare.com

Only you, or a person registered with the California Secretary of State that you authorize to act on your behalf, may make a verifiable request related to your personal information. You may also make a verifiable consumer request on behalf of your minor child under 13.

The verifiable request must:

- Provide sufficient information that allows us to reasonably verify you are a California resident about whom we collected personal information or their authorized representative; and
- Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

These rights are not absolute, are subject to exceptions, and we may be required or permitted by law to decline your request.

Personal Information That We Collect, Use, and Share

The chart below provides information that we are required to give you under California law about the categories of personal information that we have collected, used and shared in the twelve (12) months preceding the last update of this Privacy Policy. See above for a description of the sources of the personal information we collect, as well as the business and commercial purposes for which we collect, use, and share this information.

Category*	Do we collect this info?	Do we share this info with third parties for business purposes?*	Do we “sell” this info?***
Identifiers	Yes	Yes	No
Online Identifiers	Yes	Yes	No
CA Customer Records Categories	Yes	Yes	No
Protected Classification Characteristics	Yes (gender & age)	Yes	No
Commercial Information	Yes	Yes	No
Biometric Information	No	No	No
Internet or Network Information	Yes	Yes	No
Geolocation Data	Yes	Yes	No
Sensory Information	No	No	No
Professional or Employment Information	Yes	Yes	No
Education Information	Yes	Yes	No
Inferences	Yes	Yes	No
Other Personal Information	Yes	Yes	No

* For a description of these categories, see the definition of Personal Information in Section 1798.140(o)(1) of the California Consumer Privacy Act.

** See the Section of our Privacy Policy titled “How We Share Your Personal Information” for a description of the business purposes for which we disclose your personal information and the categories of third parties to which we disclose it.

*** Our use of your personal data in a manner that may constitute a “sale” under California law is for analytics, marketing, and advertising purposes.

In addition to these rights, as provided by California Civil Code Section 1798.83, California residents are entitled to ask us for a notice identifying the categories of personal customer information which we share with our Affiliates and/or third parties, such as restaurants, for marketing purposes, and providing contact information for such Affiliates and/or third parties. If you are a California resident and would like a copy of this notice, please submit a written request to us via email at: privacy@hiremehealthcare.com. You must put the statement "Your California Privacy Rights" in your request and include your name, street address, city, state, and ZIP code. We are not responsible for notices that are not labeled or sent properly, or do not have complete information.