

Privacy Policy

Effective: January 1, 2010

This Privacy Policy governs the manner in which SkillSniper.com, Inc., a Kansas corporation (“SkillSniper”) collects, uses, maintains and discloses information collected from users (“you” or “User”) of its www.skillsniper.com web site and any derivative or affiliated web sites on which this Privacy Policy is posted (collectively, the “Web Site”). SkillSniper reserves the right, at its discretion, to change, modify, add or remove portions of this Privacy Policy at any time by posting such changes to this page. You understand that you have the affirmative obligation to check this Privacy Policy periodically for changes, and you hereby agree to periodically review this Privacy Policy for such changes. SkillSniper will endeavor to provide email notice to you of any material changes to this Privacy Policy in the event you have registered an account. The continued use of the Web Site following the posting of changes to this Privacy Policy constitutes an acceptance of those changes.

Privacy

SkillSniper is committed to safeguarding the information Users entrust to SkillSniper and believes that every User should know how it utilizes the information collected from Users. The Web Site is not directed at children under 13 years of age, and SkillSniper does not knowingly collect personally identifiable information from children under 13 years of age online. Please note that the Web Site may contain links to other web sites. These linked sites may not be operated or controlled by SkillSniper. SkillSniper is not responsible for the privacy practices of these or any other web sites, and you access these web sites entirely at your own risk. SkillSniper recommends that you review the privacy practices of any other web sites that you choose to visit.

SkillSniper is based, and this web site is hosted, in the United States of America. If User is from the European Union or other regions of the world with laws governing data collection and use that may differ from U.S. law and User is registering an account on the Web Site, visiting the Web Site, purchasing products or services from SkillSniper or the Web Site, or otherwise using the Web Site, please note that any personally identifiable information that User provides to SkillSniper will be transferred to the United States. Any such personally identifiable information provided will be processed and stored in the United States by SkillSniper or a service provider acting on its behalf. By providing your personally identifiable information, User hereby specifically and expressly consents to such transfer and processing and the uses and disclosures set forth herein.

The Information SkillSniper Collects

Users browsing the Web Site without registering an account or affirmatively providing personally identifiable information to SkillSniper do so anonymously. Otherwise, SkillSniper may collect personally identifiable information from Users in a variety of ways. Personally identifiable information may include, without limitation, (i) contact data (such as a User’s name, mailing and e-mail addresses); (ii) demographic data (such as a User’s zip code, age and income); (iii) financial information collected to process purchases made from SkillSniper via the Web Site or otherwise (such as credit card, debit card or other payment information); (iv) other information requested during the account registration process; and (v) information provided by Users in order to take advantage of the job search features of the Web Site. If a User communicates with SkillSniper by e-mail or otherwise, posts User Content (as defined in the Web Site Terms of Use) to the Web Site, posts messages to any forums, completes online forms, surveys or entries or otherwise interacts with or uses the features on the Web Site, any information provided in such communications may be collected by SkillSniper. SkillSniper may also collect information about how Users use the Web Site, for example, by tracking the number of unique views received by the pages of the Web Site, or the domains and IP addresses from which Users originate. While not all of the information that SkillSniper collects from Users is personally identifiable, it may be associated with personally identifiable information that Users provide SkillSniper through the Web Site or otherwise.

SkillSniper may use “cookies” or “web beacons” to track how Users use the Web Site. A cookie is a piece of software that a web server can store on Users’ PCs and use to identify Users should they visit the Web Site again. Users may adjust their web browser software if they do not wish to accept cookies. SkillSniper may use third party advertising networks to serve advertisements on the Web Site. The cookies received with banner advertisements served by these networks are used to collect and build anonymous behavioral profiles by these companies to deliver targeted advertisements and tracking referrals, and SkillSniper generally does not have access to this information.

How SkillSniper Uses Information

SkillSniper may use personally identifiable information collected through the Web Site for the specific purposes for which the information was collected, to process purchases and sales of products or services offered via the Web Site, to contact Users regarding products and services offered by SkillSniper, its parent, subsidiary and other related companies and its trusted affiliates, independent contractors and business partners, and otherwise to enhance Users' experience with SkillSniper and such affiliates, independent contractors and business partners. SkillSniper may also use information collected through the Web Site for research regarding the effectiveness of the Web Site and the business planning, marketing, advertising and sales efforts of SkillSniper, its trusted affiliates, independent contractors and business partners.

Disclosure of Information

SkillSniper may disclose personally identifiable information collected from Users to its parent, subsidiary and other related companies, trusted affiliates, independent contractors and business partners who will use the information for the purposes outlined above, as necessary to provide the services offered by SkillSniper and to provide the Web Site itself, and for the specific purposes for which the information was collected (including, without limitation, disclosures to potential employers. SkillSniper may disclose personally identifiable information at the request of law enforcement or governmental agencies or in response to subpoenas, court orders or other legal process, to establish, protect or exercise SkillSniper's legal or other rights or to defend against a legal claim or as otherwise required or allowed by law. SkillSniper may disclose personally identifiable information in order to protect the rights, property or safety of a User or any other person. SkillSniper may disclose personally identifiable information to investigate or prevent a violation by User of any contractual or other relationship with SkillSniper or the perpetration of any illegal or harmful activity. SkillSniper may also disclose aggregate, anonymous data based on information collected from Users to investors and potential partners. Finally, SkillSniper may disclose or transfer personally identifiable information collected from Users in connection with or in contemplation of a sale of its assets or business or a merger, consolidation or other reorganization of its business.

Personal Information Provided as Part of User Content

If a User includes such User's personally identifiable information as part of the User Content that such User posts to the public areas of the Web Site, such information may be made available to any parties using such public areas of the Web Site and/or such User Content. SkillSniper does not edit or otherwise remove such information from User Content before it is posted on the Web Site. If a User does not wish to have such User's personally identifiable information made available in this manner, such User must remove any such information from the User Content before posting. User contact information (which may include, without limitation, a User's username and email address) may be included with any User Content that a User posts to the public areas of the Web Site. SkillSniper is not liable for any damages caused or incurred due to personally identifiable information made available in the foregoing manners.

Security of Information

Information about Users that is maintained on SkillSniper's systems is protected using industry standard security measures. However, no security measures are perfect or impenetrable, and SkillSniper cannot guarantee that the information submitted to, maintained on or transmitted from its systems will be completely secure. SkillSniper is not responsible for the circumvention of any privacy settings or security measures relating to the Web Site by any Users or third parties.

Correcting, Updating, Accessing or Removing Personal Information

If a User's personally identifiable information changes (such as a User's zip code), or if a User no longer desires to receive non-account specific information from SkillSniper, SkillSniper will endeavor to provide a way to correct, update and/or remove that User's previously-provided personal data. Corrections and updates can usually be done online through your account. In instances where this is not possible, please email a request to SkillSniper at support@skillsniper.com. Additionally, you may request access to the personally identifiable information as collected by SkillSniper by sending a request to SkillSniper as set forth above. Please note that in certain circumstances, SkillSniper may not be able to completely remove a User's information from its systems. For example, SkillSniper may retain a User's personal information for legitimate business purposes, if it may be necessary to prevent fraud or future abuse, for account recovery purposes, if required by law or as retained in

SkillSniper's data backup systems or cached or archived pages. All retained personally identifiable information will continue to be subject to the terms of the Privacy Policy to which the User has previously agreed.

Contacting SkillSniper

If you have any questions or comments about this Privacy Policy, you may contact SkillSniper via any of the following methods:

SkillSniper.com, Inc.
P.O. Box 4366
Olathe, KS 66063
legal@skillsniper.com

Your California Privacy Rights

California Civil Code Section 1798.83 permits Users that are residents of California to request certain information regarding SkillSniper's disclosures of personally identifiable information to third parties for such third parties' direct marketing purposes. If User is a California resident and would like to make such a request, please write SkillSniper at P.O. Box 4366 Olathe, KS 66063.