

EPIXEGO GLOBAL PRIVACY NOTICE

Welcome to Epixego, operated by Epixego, Inc. (“Epixego” and sometimes referred to as “our”) and located at 146 Celada Court, Fremont, CA 94539, USA. This Privacy Policy addresses Epixego’s practices regarding information collected from users and visitors of our Services and only addresses information collected directly through or from our Services – it does not address or govern any information-gathering, use, or dissemination practices related to information collected from the visitor (sometimes referred to as a “visitor,” “you” or “your”) other than directly through or from our Services, such as telephone, facsimile, postal mail, personal delivery, or other or additional offline means or media.

Our Services are not intended for children under the age of 18. Epixego does not knowingly collect personal information online from visitors in this age group.

1. Collection of Personal Information from Services Visitors. In addition to other collection methods specifically set forth herein, Epixego may collect: (a) the email addresses of users that communicate with Epixego via email; and (b) information knowingly provided by the user through our Services in informational sections, including any contact, registration, or application forms. Epixego may also use Internet cookies and other identifiers or methods of web analysis to gather, store, and track certain information related to your visit to and activity on our Services. If you are uncomfortable with the idea of your information being used in this way, most computer systems and web browsers offer privacy settings and options, such as disabling cookies. Epixego does not override these settings or options, and encourages you to use them to enhance your choices and personalize your experiences. However, in order to access certain content, features, services, products or benefits on our Services, you may be required to provide Epixego with certain information, including some types of personally identifying information such as your email, educational institution, business affiliation, address, and phone number. If you do not wish to provide such information through our Services or if you opt to utilize the aforementioned privacy features of your computer system or web browser, you may not be able to obtain certain content, features, services, products or benefits of our Services.

2. Use of Personal Information Collected. Personal information collected by Epixego may be used by Epixego for limited purposes, including recordkeeping, editorial and feedback purposes, antifraud purposes, content improvement, or to customize the content and layout of our Services. Personally identifying information, such as names, postal and email addresses, phone numbers, and other personal information voluntarily provided to Epixego may be added to Epixego’s databases and used for future contact regarding updates to our Services or new services provided by Epixego. From time to time, Epixego may need to contact you regarding information you submitted to Epixego. You agree that Epixego may use your personal information for such contact with you. Epixego may also desire to contact you for market research purposes or to provide you with marketing information that Epixego believes would be of particular interest. You will have the option of not being contacted by Epixego and opting-out of such contacts by selecting the opt-out option in your profile. You may also opt-out from receiving certain messages in the manner set forth below.

3. Disclosure of Personal Information to Third parties. Except as specifically set forth herein, any personally-identifying information that you provide to Epixego through our Services will not be disclosed to third parties not affiliated with Epixego. Notwithstanding the foregoing, any information you submit to Epixego, including any personally-identifying information you include in your personal profile with our Services, may be viewed and accessed by others, and may be indexed and displayed through our Services's internal search engines and other publicly accessible search engines. Your personally-identifying information may also be disclosed to third parties in order to verify that information, including by contacting your educational institution or business affiliation, and in order to provide you with the services requested through our Services, including to third party payment processors for the processing of payments. Personally-identifying information may be used by Epixego approved third party vendors to assist Epixego in providing, improving, analyzing, and securing our Services. Identifying and non-identifying user information and data may also be disclosed or distributed to a third party with which Epixego enters or reasonably may enter into a corporate transaction, such as, for example, a merger, consolidation, acquisition, or asset purchase, or to a third party pursuant to a subpoena, court order, or other form of legal process, in response to a request by or on behalf of any local, state, federal, or other government agency, department, or body, whether or not pursuant to a subpoena, court order, or other form of legal process, or if determined by Epixego in its sole judgment that such disclosure or distribution is appropriate to protect the life, health, or property of Epixego or any other person or entity. In addition, identifying and non-identifying user information and data may be provided to third parties that contract with Epixego to provide products, information, or other services that Epixego believes that visitors to our Services may be interested in obtaining. While Epixego may undertake efforts to see that any third party to which Epixego discloses personally-identifying information is under an obligation to use the personal information solely for the purposes for which the information was disclosed, such third parties are independent third parties over which Epixego exercises no control. Epixego is not responsible for, and will not be liable for, the conduct, actions, omissions, or information handling or dissemination practices of third parties.

4. Links to Other Services. Our Services may also contain links to third party websites. Our Services may contain links to other Internet websites for the convenience of users in locating information, products, or services that may be of interest. If you access a third party website from a link on our Services, any information you disclose on that website is not subject to this Privacy Policy. It is possible that these links may be used by third parties or others to collect personal or other information about you. Epixego is not responsible for the privacy practices of such websites, advertisers, or third parties or the content of such websites and it is your sole obligation to review and understand the privacy practices and policies of these other websites. Epixego does not control these third parties' use of cookies, collection of information, or how they manage such information. It is solely your obligation to review and understand the privacy practices and policies of these other websites, advertisers and any third parties.

5. Comments and User Content. All materials or comments posted to public areas of our Services are public. Please refer to the Terms and Conditions for further details concerning User Content and other materials submitted to our Services. As such, Epixego assumes no liability for the accuracy of such information, no duty to update or correct such information, and no liability for such communications arising under the laws of copyright, libel, privacy, obscenity, or otherwise.

6. Security Measures and Communicating with Epixego. Please be advised that the security and confidentiality of any communication or material transmitted through the Internet or any wireless network, including via our Services, email or text messages, cannot be and is not guaranteed. You acknowledge that the technical processing and transmission of our Services' content may be transferred unencrypted and may involve: (a) transmissions over various networks; and (b) changes to conform and adapt to technical requirements of connecting networks or devices. Accordingly, Epixego is not responsible for the security of information transmitted via the Internet or any wireless network.

7. Access to and Ability to Correct Personal Information; Opt-Out Right. Upon your request, Epixego will provide you with a summary of any personally-identifying information retained by Epixego that has been voluntarily provided by you to Epixego through email, contact forms, or other online avenues. You may modify, correct, change, or update this information by contacting Epixego at the email address set forth below. In addition, except as necessary to obtain the services or information requested through our Services, you may opt out of having your personally-identifying information prospectively retained by Epixego by contacting Epixego at the email address set forth below. This provision does not apply to collection of through the standard data tracking features of our Services, such as Internet cookies and other identifiers or methods of web analysis, or to any other information that does not meet the description hereunder. As set forth above, many computer systems and web browsers offer privacy settings and options that may allow you to opt-out of some of these data tracking and collection methods.

If you wish to opt-out of receiving promotional emails at any time, please click the "unsubscribe" link at the bottom of the email.

You may also opt-out from receiving further text messages by: texting STOP in response to our text message; by emailing your request to us at info@epixego.com.

Please also be advised that your desire to opt-out of future communications will not be effective (nor will your Services registration or account be terminated) simply by deleting our App from your mobile device. Opting-out from promotional emails becomes effective only by following the process described above. Your Services registration and account can only be terminated by following the procedures described in Epixego's Terms and Conditions.

If you wish to opt-out of the platform at any time, you may do so by un-checking the 'publish profile' under your personal profile. Your profile will cease to be visible to all others, except you.

If you wish to delete your profile from the platform, you may do so by emailing your request to info@epixego.com.

8. California Residents. Please see the California section below.

9. Information for EEA/EU Residents. If you are a resident of the EEA/EU and accessing our services from that region, please see our GDPR Privacy Notice below.

10. Right to Change Privacy Policy. Epixego reserves the right at any time to modify, alter or update this Privacy Policy. Your use of our Services following any changes means that you agree to follow and be bound by the Privacy Policy as changed. Any change to this Privacy Policy shall be effective as to any visitor who has visited our Services before the change was made. It is the obligation of users visiting our Services before the change to learn of changes to the Privacy Policy since their last visit.

10. Email, SMS, and Push Notification Communications. We may communicate with you via email, SMS or other text message ("Text Message") or push notifications, to the extent you permit us to do so, and we may collect information regarding such communications, such as confirmation when you open an email, read a Text Message or receive a push notification. We use this information to improve our Services, including without limitation our customer service. We will never share this information with a third party, except as expressly provided in our Privacy Policy. You may opt-out of receiving these messages at any time by sending us a request at info@epixego.com, and, if you have previously elected to receive Text Messages from Epixego, you may also opt out by responding "STOP" to any Text Message. You acknowledge that opting out of receiving text (SMS) messages may impact your use of the Services.

If you have any questions or need to contact us, we recommend you reach out to info@epixego.com.

PRIVACY NOTICE-CALIFORNIA

This PRIVACY NOTICE FOR CALIFORNIA RESIDENTS supplements the information contained in the Epixego Global Privacy Notice and our subsidiaries (collectively, “we,” “us,” or “our”) and applies solely to visitors, users, and others who reside in the State of California (“consumers” or “you”). We adopt this notice to comply with the California Consumer Privacy Act of 2018 (“CCPA”) and other California privacy laws. Any terms defined in the CCPA have the same meaning when used in this notice.

Under California Civil Code Section 1798.83 (the “**Shine the Light**” law), California residents who provide personal information in obtaining products or services from Epixego are entitled to request and obtain from us once per calendar year information about the customer information about them that we have shared, if any, with other businesses for their own direct marketing uses. If applicable, this information would include the categories of customer information and the names and addresses of those businesses with which we shared customer information for the immediately prior calendar year (e.g., requests made in 2019 will receive information regarding 2018 sharing activities). If you are a California resident and would like a copy of this information, please submit a written request to: Epixego, Inc.

Attn: California Privacy
146 Celada Court,
Fremont, CA 94539

Information We Collect

We collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or device (“personal information”). In particular, we have collected the following categories of personal information from consumers within the last twelve (12) months:

Category	Examples	Collected
A. Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, or other similar identifiers.	YES

B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.	YES
C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	YES
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	NO
E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.	NO
F. Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	NO
G. Geolocation data.	Physical location or movements.	NO
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	NO
I. Professional or employment-related information.	Current or past job history or performance evaluations.	YES

J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	NO
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	NO

Personal information does not include:

- Publicly available information from government records.
- De-identified or aggregated consumer information.
- Information excluded from the CCPA's scope, such as:

- Health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data;
- personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FRCA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

We obtain the categories of personal information listed above from the following categories of sources:

- Directly from our clients or their agents. For example, from profiles that candidates create to apply for employment.
- Indirectly from our clients or their agents. For example, through information we collect from our clients in the course of providing services to them.
- Directly and indirectly from activity on our website (www.epixego.com). For example, from submissions through our website portal or website usage details collected automatically.
- From third-parties that interact with us in connection with the services we perform. For example, from employers when we interact with them to assist them with finding suitable candidates.

Use of Personal Information

We may use or disclose the personal information we collect for one or more of the following business purposes:

To fulfill or meet the reason for which the information is provided. For example, if you provide us with personal information in order for us to apply for a position, we will use that information to help you apply for the job

To provide you with information, products or services that you request from us.

To provide you with email alerts, event registrations and other notices concerning our products or services, or events or news, that may be of interest to you.

To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collections.

To improve our website and present its contents to you.

For testing, research, analysis and product development.

As necessary or appropriate to protect the rights, property or safety of us, our clients or others.

To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.

As described to you when collecting your personal information or as otherwise set forth in the CCPA.

To evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by us is among the assets transferred.

We will not collect additional categories of personal information or use the personal information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

Sharing Personal Information

We may disclose your personal information to a third party for a business purpose. When we disclose personal information for a business purpose, we enter a contract that describes the purpose and requires the recipient to both keep that personal information confidential and not use it for any purpose except performing the contract.

In the preceding twelve (12) months, we have disclosed the following categories of personal information for a business purpose:

Category A: Identifiers.

Category B: California Customer Records personal information categories.

Category C: Protected classification characteristics under California or federal law.

Category I: Professional or employment-related information.

We disclose your personal information for a business purpose to the following categories of third parties:

Our affiliates.

Service providers.

Third parties to whom you or your agents authorize us to disclose your personal information in connection with the products or services we provide to you.

In the preceding twelve (12) months, we have not sold any personal information.

Your California Rights and Choices

The CCPA provides consumers (California residents) with specific rights regarding their personal information. This section describes your CCPA rights and explains how to exercise those rights.

Access to Specific Information and Data Portability Rights

You have the right to request that we disclose certain information to you about our collection and use of your personal information over the past 12 months. Once we receive and confirm your verifiable consumer request, we will disclose to you:

The categories of personal information we collected about you.

The categories of sources for the personal information we collected about you.

Our business or commercial purpose for collecting or selling that personal information.

The categories of third parties with whom we share that personal information.

The specific pieces of personal information we collected about you (also called a data portability request).

If we sold or disclosed your personal information for a business purpose, two separate lists disclosing:

sales, identifying the personal information categories that each category of recipient purchased; and

disclosures for a business purpose, identifying the personal information categories that each category of recipient obtained.

Deletion Request Rights

You have the right to request that we delete any of your personal information that we collected from you and retained, subject to certain exceptions. Once we receive and confirm your verifiable consumer request, we will delete (and direct our service providers to delete) your personal information from our records, unless an exception applies.

We may deny your deletion request if retaining the information is necessary for us or our service providers to:

Complete the transaction for which we collected the personal information, provide a good or service that you requested, take actions reasonably anticipated within the context of our ongoing business relationship with you, or otherwise perform our contract with you.

Detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, or prosecute those responsible for such activities.

Debug products to identify and repair errors that impair existing intended functionality.

Exercise free speech, ensure the right of another consumer to exercise their free speech rights, or exercise another right provided for by law.

Comply with the California Electronic Communications Privacy Act (Cal. Penal Code § 1546 *seq.*).

Engage in public or peer-reviewed scientific, historical, or statistical research in the public interest that adheres to all other applicable ethics and privacy laws, when the information's deletion may likely render impossible or seriously impair the research's achievement, if you previously provided informed consent.

Enable solely internal uses that are reasonably aligned with consumer expectations based on your relationship with us.

Comply with a legal obligation.

Make other internal and lawful uses of that information that are compatible with the context in which you provided it.

Exercising Access, Data Portability, and Deletion Rights

To exercise the access, data portability, and deletion rights described above, please submit a verifiable consumer request to us by Emailing us at contact@epixego.com with the subject line of "CCPA Request"

Only you or a person registered with the California Secretary of State that you authorize to act on your behalf may make a verifiable consumer request related to your personal information. You may also make a verifiable consumer request on behalf of your minor child. You may only make a verifiable consumer request for access or data portability twice within a 12-month period. The verifiable consumer request must:

Provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative.

Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you. Making a verifiable consumer request does not require you to create an

account with us. We will only use personal information provided in a verifiable consumer request to verify the requestor's identity or authority to make the request.

Response Timing and Format

We endeavor to respond to a verifiable consumer request within 45 days of its receipt. If we require more time (up to 90 days), we will inform you of the reason and extension period in writing. If you have an account with us, we will deliver our written response to that account. If you do not have an account with us, we will deliver our written response by mail or electronically, at your option. Any disclosures we provide will only cover the 12-month period preceding the verifiable consumer request's receipt. The response we provide will also explain the reasons we cannot comply with a request, if applicable. For data portability requests, we will select a format to provide your personal information that is readily usable and should allow you to transmit the information from one entity to another entity without hindrance.

We do not charge a fee to process or respond to your verifiable consumer request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

Non-Discrimination

We will not discriminate against you for exercising any of your CCPA rights. Unless permitted by the CCPA, we will not:

- Deny you goods or services.

- Charge you different prices or rates for goods or services, including through granting discounts or other benefits, or imposing penalties.

- Provide you a different level or quality of goods or services.

- Suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.

Changes to Our Privacy Notice

We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will notify you by email or through a notice on our website homepage.

Contact Information

If you have any questions or comments about this notice, our Privacy Statement, the ways in which we collect and use your personal information, your choices and rights regarding such use, or wish to exercise your rights under California law, please do not hesitate to contact us at:

Website: www.epixego.com

Email: contact@epixego.com with the subject line of "CCPA Request"

Postal Address:

Epixego, Inc.

Attn: California Privacy

146 Celada Court,

Fremont, CA 94539

Epixego GDPR Privacy Notice

This privacy notice applies to EU/EEA residents accessing Epixego's services from the EU/EEA and will explain how we use the personal data we collect from you when you use our website.

Topics:

- What data do we collect?
- How do we collect your data?
- How will we use your data?
- How do we store your data?
- Marketing
- What are your data protection rights?
- What are cookies?
- How do we use cookies?
- What types of cookies do we use?
- How to manage your cookies
- Privacy policies of other websites
- Changes to our privacy policy
- How to contact us
- How to contact the appropriate authorities

What data do we collect?

Epixego collects the following data:

- Personal identification information (name, email address, phone number, etc.)
- Information on your resume
- Information you voluntarily submit to potential employers.

- Information from you interacting with our website, or communicated voluntarily by you via email or phone call

How do we collect your data?

You directly provide Epixego with most of the data we collect. We collect data and process data when you:

- Register online or place an order for any of our products or services.
- Voluntarily complete a customer survey or provide feedback on any of our message boards or via email.
- Use or view our website via your browser's cookies.
- When you communicate with us via email or phone call

Epixego may also receive your data indirectly from the following sources:

- When you click out from a job listing on Epixego to an employer's career sites, some employers use tracking pixels and/or manual methods to inform us that you have completed the application with that employer.

How will we use your data?

Epixego collects your data so that we can:

- Process your instructions and manage your account
- Submit your application(s) to potential employers
- Contact you with roles and opportunities we think you might like
- Allow employers to manage candidates throughout the employment process

When Epixego processes your order, it may send your data to, and also use, the resulting information from credit reference agencies to prevent fraudulent purchases.

How do we store your data?

Epixego securely stores your data on Amazon and Google Cloud Services in the USA, using commercially reasonable security practices.

Epixego is both a Controller and a Processor, depending on the circumstance. You have the ability to access and modify your data when it is on our platform.

Epixego is also a platform for employers. When you submit an application on Epixego, you authorize Epixego to share your personal data with employers for the purposes of your job application, and you enter into a new direct data relationship with that employer. To exercise your GDPR rights, please contact them directly, as beyond the point of application Epixego does not have access to this data once it is sent to them.

Marketing

Epixego would like to send you information about products and services of ours that we think you might like.

If you have agreed to receive marketing, you may always opt out at a later date.

You have the right at any time to stop Epixego from contacting you for marketing purposes or giving your data to other members of the Epixego Group.

If you no longer wish to be contacted for marketing purposes, please click [here](#) (must be [logged in](#) as a candidate).

What are your data protection rights?

Epixego would like to make sure you are fully aware of all of your data protection rights. Every user is entitled to the following:

The right to access – You have the right to request Epixego for copies of your personal data. We may charge you a small fee for this service to cover the costs of retrieval.

The right to rectification – You have the right to request that Epixego correct any information you believe is inaccurate. You also have the right to request Epixego to

complete the information you believe is incomplete. This right exists within reason: we will correct or complete information as you request, but we cannot always modify sections of structured data, for example by creating new categories of majors of study, universities that we do not support. You are in no way required to supply information on your profile that is inaccurate purely because we do not support it, and we ask you not to do so.

The right to erasure – You have the right to request that Epixego erase your personal data, under certain conditions.

The right to restrict processing – You have the right to request that Epixego restrict the processing of your personal data, under certain conditions.

The right to object to processing – You have the right to object to Epixego’s processing of your personal data, under certain conditions.

The right to data portability – You have the right to request that Epixego transfer the data that we have collected to another organization, or directly to you, under certain conditions.

If you make a request, we have one month to respond to you. If you would like to exercise any of these rights, please contact us at our email: contact@epixego.com with the subject line of “GDPR Request”. Emails with any other subject line cannot be guaranteed to be responded to within the same timeframe.

Cookies

Cookies are text files placed on your computer to collect standard Internet log information and visitor behavior information. When you visit our websites, we may collect information from you automatically through cookies or similar technology. For further information, visit allaboutcookies.org.

How do we use cookies?

Epixego uses cookies in a range of ways to improve your experience on our website, including:

- Keeping you signed in
- Understanding how you use our website

- To improve website usability
- To improve your website experience
- To identify when you complete a job application on an employer's website that began on Epixego

What types of cookies do we use?

There are a number of different types of cookies, however, our website uses:

- **Functionality** – Epixego uses these cookies so that we recognize you on our website and remember your previously selected preferences. These could include what language you prefer and location you are in. A mix of first-party and third-party cookies are used.
- **Advertising** – Epixego uses these cookies to collect information about your visit to our website, the content you viewed, the links you followed and information about your browser, device, and your IP address. Epixego sometimes shares some limited aspects of this data with third parties for advertising purposes. We may also share online data collected through cookies with our advertising partners. This means that when you visit another website, you may be shown advertising based on your browsing patterns on our website.

How to manage cookies

You can set your browser to not accept cookies, and the above website tells you how to remove cookies from your browser. However, in a few cases, some of our website features may not function as a result.

Privacy policies of other websites

The epixego.com website contains links to other websites. Our privacy notice applies only to our website, so if you click on a link to another website, you should read their privacy notice.

Changes to our privacy policy

Epixego keeps its GDPR privacy notice under regular review and places any updates on this web page.

How to contact us

If you have any questions about Epixego's privacy policy, the data we hold on you, or you would like to exercise one of your data protection rights, please do not hesitate to contact us.

Email us at: contact@epixego.com with the subject line of "GDPR Request"

Or write to us at:

Epixego, Inc.
Attn: GDPR/Privacy
146 Celada Court,
Fremont, CA 94539