

Talent Intelligence Inc. and its affiliates ("Talint" or "we") are committed to protecting the privacy of the personally identifiable information that we may collect from you as you use this website (the "Site"). The scope of Talint's commitment is detailed in this Privacy Policy. By submitting information, you agree to Talint's use of such information as described herein.

What personally identifiable information is collected?

Talint collects certain information that you do not visibly enter, such as your IP address, browsing pattern on the Site, click stream, and the status of cookies placed on your computer by Talint, as described below.

How may Talint use my personally identifiable information?

Talint uses your personally identifiable information to fulfil your requests for information or for such other business purposes as you may initiate or request. We may keep any of your personally identifiable information on file and use it to contact you for purposes such as surveys, conferences, seminars and other marketing activity. Talint also uses personally identifiable information to perform statistical analyses of user behavior in order to measure interest in specific areas and information posted on our Site. Talint uses personally identifiable information collected from cookies and IP addresses as described below. Talint may provide your personally identifiable information to any of its affiliates worldwide for such purposes.

Are cookies and IP addresses used?

The Site uses cookies to identify you and your interests and to track usage of the Site. Cookies are small pieces of text stored on your computer that help us know which browser you are using and where you have been on the Site and on websites to which you may link in order to use some of our features. By accepting our cookie, you will be permitted access to certain pages of the Site without having to log in each time you visit. A user who does not accept the cookie from the Site may not be able to access certain areas of the Site. Talint also logs IP addresses, or the location of computers on the Internet, to help diagnose problems with our server and to administer the Site. If you prefer not to accept a cookie, you can set your web browser to warn you before accepting cookies, or you can refuse all cookies by turning them off in your web browser.

Is personally identifiable information disclosed to third parties?

Talint shall not intentionally disclose or transfer (and shall take reasonable steps to protect the confidentiality and security, and to prevent the unauthorized or accidental disclosure of) your personally identifiable information to third parties (i.e. persons or entities that are not affiliates of Talint), whether for such third parties' marketing purposes or otherwise, subject only to the following four exceptions:

1. Talint may disclose your personally identifiable information to third parties in the event that such disclosure is required by the laws, rules, or regulations of any nation, state, or other applicable jurisdiction;
2. Talint may disclose your contact information to third parties as appropriate for Talint to make transmissions or deliveries to you;
3. Talint may disclose your personally identifiable information if, in connection with submitting the information, you consent to such disclosure; and

4. Talint may disclose contact information for you in response to inquiries by bona-fide rights owners in connection with allegations of infringement of copyright or other proprietary rights arising from information you have posted on the Site or otherwise provided to Talint.

Links to third-party sites

We may provide links to third-party websites as a service to our users. In addition, some of the content appearing to be on this Site is in fact supplied by third parties, for example, in instances of framing of third-party websites or incorporation through framesets of content supplied by third-party servers. Please be aware that we cannot control and are not responsible for the information-collection practices of such third-party websites, which may differ from those of this Site. We encourage you to review and understand the privacy policies on these websites before providing any information to them.

How can I access, change, and/or delete information?

You may access, correct, update, and/or delete any personally identifiable information that you submit to the Site. You may also unsubscribe from mailing lists or any registrations on the Site. To do so, please either follow instructions on the page of the Site on which you have provided such information or subscribed or registered, or contact us at Talent Intelligence Inc., 6th Floor, 101 N. Wacker Drive, Chicago, IL 60606, USA.

Security

Talint has implemented generally accepted standards of technology and operational security in order to protect personally identifiable information from loss, misuse, alteration or destruction. Only authorized Talint personnel are provided access to personally identifiable information, and these employees are required to treat this information as confidential. Despite these precautions, Talint cannot guarantee that unauthorized persons will not obtain access to your personally identifiable information. Transborder hosting and transfer of information

Personally identifiable information collected on the Site may be transferred from time to time to Talint offices or personnel or to third parties located throughout the world, and the Site may be viewed and hosted anywhere in the world, including countries (such as the United States) that may not have laws of general applicability regulating the use and transfer of such data. By using the Site and submitting such information on it, you voluntarily consent to such transborder transfer and hosting of such information. Children's on-line privacy protection

Talint understands the importance of protecting children's privacy, especially in an on-line environment. The Site is not intentionally designed for or directed at children 13 years of age or younger, and Talint will not intentionally collect or maintain information about anyone under the age of 13.

Consent; Changes to Privacy Policy

By using the Site, you consent to the collection, use, and storage of your information by us in the manner described in this Privacy Policy and elsewhere on the Site. We reserve the right to make changes to this Privacy Policy from time to time. We will alert you to any such changes by updating this Privacy Policy. This Privacy Policy was last updated on February 3, 2005. Contact our Privacy Department

If you have any questions about our Privacy Policy, please contact us at chris.stoneman@talentintelligence.com

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