

Frontier Talent, Inc.
Privacy Policy

April 21, 2020

Frontier Talent, Inc. (“we,” “our,” or “us”) values the privacy of individuals who use our websites, including www.frontier.jobs, www.frontier-jobs.com, www.applyfrontier.com and www.befrontier.com, and any of our other websites, applications, or services that link to this Privacy Policy (collectively, our “Services”). This Privacy Policy explains how we collect, use, and share personal information from users and other individuals of our Services (collectively, “you” or “your”). By using our Services, you agree that we will collect, use, and share your personal information as described in this Privacy Policy. Beyond this Privacy Policy, your use of our Services is also subject to our [Terms of Service](#).

How We Collect Personal Information

We may collect a variety of personal information from or about you or your devices from various sources, as described below.

If you do not provide your personal information when requested, you may not be able to use our Services if that personal information is necessary to provide you with our Services or if we are legally required to collect it.

A. Personal information You Provide to Us.

Registration and Profile Information. When you sign up for an account to use our Services, we will ask you for your personal information, including your name and email address.

Job Application Information. To find and apply for jobs on your behalf, we will ask you for your personal information, including your contact information, education history, work experience, responses to employment questions, the information contained in your resume, and other job application-related information.

Communications. If you contact us directly, we may receive personal information about you. For example, when you contact us for support, we will receive your name, email address, phone number, and the contents of your support issue along with any other personal information you choose to provide. If you subscribe to our marketing communications, we will collect certain personal information from you such as your name and email address. When we send you emails, we may track whether you open them to learn how to deliver a better customer experience and improve our Services.

Careers. If you decide to apply for a job with us, you may submit your contact information and your resume online. We will collect the personal information you choose to provide on your resume, such as your education and employment experience. You may also apply through certain third-party websites. If you do so, we will collect the personal information you make available to us through those websites.

Payment Information. If you make a purchase through our Services, your payment-related information, such as credit card or other financial information, is collected by our third party payment processor on our behalf.

B. Personal information We Collect When You Use our Services.

Device Information. We receive information about the device and software you use to access our Services, including your IP address, web browser type, operating system version, phone carrier and manufacturer, application installations, device identifiers, geolocation information, mobile advertising identifiers, and push notification tokens.

Usage Information. To help us understand how you use our Services and to help us improve them, we automatically receive information about your interactions with them, such as the pages or other content you view, the content you post, the information you upload, the searches you conduct, the length of time you spend on a page, objects such as hyperlinks you click on, and the dates and times of your visits.

Information from Cookies and Similar Technologies. We and our third-party partners may collect information using cookies, pixel tags, or similar technologies. Our third-party partners, such as analytics and advertising partners, may use these technologies to collect information about your online activities over time and across different services. Cookies are small text files containing a string of alphanumeric characters. We may use both session cookies and persistent cookies. A session cookie disappears after you close your browser. A persistent cookie remains after you close your browser and may be used by your browser on subsequent visits to our Services.

Please review your web browser's "Help" file to learn the proper way to modify your cookie settings. Please note that if you delete or choose not to accept cookies from the Service, you may not be able to utilize the features of the Service to their fullest potential.

C. Personal information We Receive from Third Parties. We may receive personal information about you from third parties, such as data or marketing partners, and combine it with other personal information we have about you.

Personal information We Receive from Prospective Employers. When we apply for jobs on your behalf, we may create an online account with prospective employers in order to apply for jobs on your behalf.

How We Use the Personal information We Collect

We use the personal information we collect:

- To provide the Services, including to search for job postings and apply for jobs on your behalf at your direction;
- To maintain, improve, and enhance our Services;
- To personalize your experience on our Services such as by providing tailored content and recommendations, including more relevant job opportunities;
- To understand and analyze how you use our Services and develop new products, services, features, and functionality;
- To communicate with you, provide you with updates and other information relating to our Services, provide information that you request, respond to comments and questions, and otherwise provide customer support;
- To facilitate the connection of third-party services or applications;
- For marketing and advertising purposes, such as developing and providing promotional and advertising materials that may be relevant, valuable, or otherwise of interest to you;
- To facilitate transactions or payments;
- To generate de-identified or aggregated data for our business purposes;
- To send you push notifications and text messages;
- To find and prevent fraud, and respond to trust and safety issues that may arise;
- For compliance purposes, including enforcing our [Terms of Service](#) or other legal rights, as may be required by applicable laws and regulations, or as requested by any judicial process or governmental agency; and
- For other purposes for which we provide specific notice at the time the personal information is collected.

How We Share the Personal information We Collect

We do not share or otherwise disclose your personal information except as described below or otherwise disclosed to you at the time of the collection.

Affiliates. We may share any personal information we receive with our affiliates for any of the purposes described in this Privacy Policy.

Vendors and Service Providers. We may share personal information we receive with vendors and service providers retained in connection with the provision of our Services.

Your Job Applications. When you direct us to apply to all jobs in a particular job bundle or a set of jobs on your behalf, we will share your personal information with the prospective employers included in that bundle or set of jobs, including your

responses to employment questions, resume, and other information you provide with the applicable employers only at your direction. When we apply for jobs on your behalf, we may also share your personal information with prospective employers in creating such accounts.

Marketing. We do not rent, sell, or share personal information about you with non-affiliated companies for their direct marketing purposes unless we have your permission.

Analytics Partners. We may use analytics services such as Google Analytics to collect and process certain analytics data. These services may also collect information about your use of other websites, apps, and online resources.

Advertising Partners. We work with third party advertising partners to show you ads that we think may interest you. Some of our advertising partners are members of the Network Advertising Initiative (<http://optout.networkadvertising.org/?c=1#!/>) or the Digital Advertising Alliance (<http://optout.aboutads.info/?c=2&lang=EN>). If you do not wish to receive personalized ads, please visit their opt-out pages to learn about how you may opt out of receiving web-based personalized ads from member companies. You can access any settings offered by your mobile operating system to limit ad tracking, or you can install the AppChoices mobile app to learn more about how you may opt out of personalized ads in mobile apps.

As Required by Law and Similar Disclosures. We may access, preserve, and disclose your personal information if we believe doing so is required or appropriate to: (a) comply with law enforcement requests and legal process, such as a court order or subpoena; (b) respond to your requests; or (c) protect your, our, or others' rights, property, or safety. For the avoidance of doubt, the disclosure of your personal information may occur if you send any objectionable content on or through our Services.

Merger, Sale, or Other Asset Transfers. We may transfer your personal information to service providers, advisors, potential transactional partners, or other third parties in connection with the consideration, negotiation, or completion of a corporate transaction in which we are acquired by or merged with another company or we sell, liquidate, or transfer all or a portion of our assets.

Consent. We may also disclose your personal information with your permission.

Your Choices

Location Information. You can prevent your device from sharing precise location information at any time through your device's operating system settings. However, location is core to our Services and without it, we may not be able to provide with all the functionality our Services.

Marketing Communications. You can unsubscribe from our promotional emails via the link provided in the emails. Even if you opt-out of receiving promotional messages from us, you will continue to receive administrative messages from us.

Do Not Track. There is no accepted standard on how to respond to Do Not Track signals, and we do not respond to such signals.

Your Accounts with Prospective Employers. If we create an account on your behalf with a prospective employer, we will provide you the account credentials we generated for you, including your username and password, along with other relevant information pertaining to your account ("**Account Credentials**"). You acknowledge that you are solely responsible for the security of your Account Credentials and agree to change your account password immediately after we notify you that your Account Credentials have been created.

Third Parties

Our Services may contain links to other websites, products, or services that we do not own or operate. We are not responsible for the privacy practices of these third parties. Please be aware that this Privacy Policy does not apply to your activities on these third-party services or any information you disclose to these third parties. We encourage you to read

their privacy policies before providing any information to them. When we submit your application to employers, the employers' privacy policy and/or terms of service will govern how they process your application information.

Security

We make reasonable efforts to protect your personal information by using physical and electronic safeguards designed to improve the security of the personal information we maintain. However, as no electronic transmission or storage of personal information can be entirely secure, we can make no guarantees as to the security or privacy of your personal information.

Children's Privacy

We do not knowingly collect, maintain, or use personal information from children under 13 years of age, and part of our Services are directed to children. If you learn that a child has provided us with personal information in violation of this Privacy Policy, you may alert us at help@frontier.jobs.

International Visitors

Our Services are hosted in the United States and intended for visitors located within the United States. If you choose to use our Services from the European Union or other regions of the world with laws governing data collection and use that may differ from U.S. law, then please note that you are transferring your personal information outside of those regions to the United States for storage and processing. Also, we may transfer your data from the U.S. to other countries or regions in connection with storage and processing of data, fulfilling your requests, and operating the Services. By providing any information, including personal information, on or to our Services, you consent to such transfer, storage, and processing.

Update Your Information or Pose a Question

You can update your account and profile information through your profile settings. If you have questions about your privacy on our Services or this privacy policy, please contact us at help@frontier.jobs.

Changes to this Privacy Policy

We will post any adjustments to the Privacy Policy on this page, and the revised version will be effective when it is posted. If we materially change the ways in which we use or share personal information previously collected from you through our Services, we will attempt to notify you through our Services, by email, or other means.

Contact Information

If you have any questions, comments, or concerns about our processing activities, please email us at help@frontier.jobs or write to us at either 680 Mission St, Apt 37F, San Francisco, 94105, USA or 2035 Sunset Lake Road, Suite B-2, Newark, 19702, Delaware.