

PRIVACY STATEMENT eLoft Careers, A division of The Career Loft Inc. July 2017

1. WHAT DO WE DO WITH YOUR INFORMATION?

When you purchase something from our website as part of the buying and selling process, we collect the personal information you give us such as your name, location and email address.

Email marketing: With your permission, we may send you emails about our new products and other updates.

2. CONSENT

How do you get my consent?

When you provide us with personal information to complete a transaction, verify your credit card, place an order, we imply that you consent to our collecting it and using it for that specific reason only.

If we ask for your personal information for a secondary reason, like marketing, we will ask you directly for your expressed consent.

How do I withdraw my consent?

If after you opt-in, you change your mind, you may withdraw your consent for us to contact you, for the continued collection, use or disclosure of your information, at anytime, by using the unsubscribe feature at the bottom of our marketing emails. Alternatively, you can email us at info@eloftcareers.com or by mail eLoft Careers, 610 Ford Drive, Suit 324, Oakville ON L6J 7W4, Canada.

3. DISCLOSURE

We may disclose your personal information if we are required by law to do so or if you violate our Terms of Service.

4. TALENT LMS AND MAILCHIMP

Our learning hub <https://eloftcareers.talentlms.com> is hosted by Talent LMS. They provide us with the online platform that allows us to deliver our services to you.

Your data is stored in Talent LMS's highly durable storage infrastructure designed for mission-critical and primary data storage. Data is redundantly stored on multiple devices across multiple facilities. When

information passes back and forth between the Talent LMS server and your computer, all the information is encrypted. That means that if anyone were to "listen in" and see this data, they will not be able to decrypt or read what it means. TalentLMS uses this security (known as SSL) throughout the site and all its sub-domains to make sure that your personal information is not accessible by anyone but yourself.

Physical security

Talent LMS servers are protected by biometric locks and round-the-clock interior and exterior surveillance monitoring. Only authorized personnel have access to the data center. 24/7/365 onsite staff provides additional protection against unauthorized entry and security breaches. Talent LMS's software infrastructure is updated regularly with the latest security patches. Their products run behind a firewall and are carefully monitored.

For more information on privacy with Talent LMS follow this link <https://www.talentlms.com/privacy>

eLoft Careers uses MailChimp to manage its marketing campaigns. Click here for the MailChimp privacy terms <https://mailchimp.com/legal/privacy/>

5. PAYMENT AND BILLING INFORMATION

Payments made on our website are managed via Shopify.ca Buy Buttons. Your data is stored through Shopify's data storage, databases and the general Shopify application. They store your data on a secure server behind a firewall.

We protect your billing information by using Shopify Pay which is powered by Stripe to process your payment transactions. The Privacy Policy for Shopify and Stripe can be found here [Shopify Privacy](#) and here [Stripe Privacy](#). All credit card transactions are processed via Shopify Pay and Stripe within our website, using secure encryption. Card information is transmitted, stored, and processed securely on a [PCI-Compliant network](#).

6. THIRD-PARTY SERVICES

In general, the third-party providers used by us will only collect, use and disclose your information to the extent necessary to allow them to perform the services they provide to us.

However, certain third-party service providers, such as payment gateways and other payment transaction processors, have their own privacy policies in respect to the information we are required to provide to them for your purchase-related transactions.

For these providers, we recommend that you read their privacy policies so you can understand the manner in which your personal information will be handled by these providers.

In particular, remember that certain providers may be located in or have facilities that are located in a different jurisdiction than either you or us. So, if you elect to proceed with a transaction that involves the services of a third-party service provider, then your information may become subject to the laws of the jurisdiction(s) in which that service provider or its facilities are located.

As an example, if you are located in Canada and your transaction is processed by a payment gateway located in the United States, then your personal information used in completing that transaction may be subject to disclosure under United States legislation, including the Patriot Act.

Once you leave our website or are redirected to a third-party website or application, you are no longer governed by this Privacy Policy.

When you click on links on our website, they may direct you away from our site. We are not responsible for the privacy practices of other sites and encourage you to read their privacy statements.

7. SECURITY

To protect your personal information, we take reasonable precautions and follow industry best practices to make sure it is not inappropriately lost, misused, accessed, disclosed, altered or destroyed.

If you provide us via Shopify Pay with your credit card information, the information is encrypted using secure socket layer technology (SSL) and stored with a AES-256 encryption. Although no method of transmission over the Internet or electronic storage is 100% secure, we follow all PCI-DSS requirements and implement additional generally accepted industry standards.

8. AGE OF CONSENT

By using this site, you represent that you are at least the age of majority in your state or province of residence, or that you are the age of majority in your state or province of residence and you have given us your consent to allow any of your minor dependents to use this site.

9. CHANGES TO THIS PRIVACY POLICY

We reserve the right to modify this privacy policy at any time, so please review it frequently. Changes and clarifications will take effect immediately upon their posting on the website.

If our company is acquired or merged with another company, your information may be transferred to the new owners so that we may continue to sell products to you.

10. QUESTIONS AND CONTACT INFORMATION

If you would like to: access, correct, amend or delete any personal information we have about you, register a complaint, or simply want more information, contact us at info@eloftcareers.com or by mail at eLoft Careers, 610 Ford Drive, Suit 324, Oakville ON L6J 7W4, Canada.