**Hire and Fire your kids! Website Privacy Policy**

**Overview**

We at Hire and Fire Inc.(“HFK”) know that privacy is a major concern of visitors to our website, and Application (“Interface”). This policy describes the personal information we collect on our Interface, how we use it, protect it and when we share it with third parties. This policy applies only to personal information collected via the applicable Interface, as well as personal information collected offline (such as information you may provide over the phone, via fax, text message, email, or other electronic messaging mediums). This policy also applies to when you interact with our advertising and applications on third-party websites and services if those applications or advertisements include links to this policy.

By using our Interfaces, you agree to this Privacy Policy and to the Terms and Conditions governing its use. If you do not agree with our policies and practices, your choice is not to use our Interface. If you have questions, comments or concerns about our Privacy Policy, please contact our Privacy Compliance Officer at [info@HireandFireyourKids.com through email, on the contact form on an Interface.](mailto:tombrodhurst@winmar.ca)

**Our Business Structure**

The Hire and Fire your Kids ™ name, design, logos and related marks are registered trademarks of Hire and Fire your Kids Inc. HFK is an independent business based out of Whitby, Ontario, Canada. Hire and Fire Inc. is an Ontario corporation, which operates the Hire and Fire your Kids mobile and web-based applications (the “App(s)”), the Employee of the Month contest (the “Contest”), as well as the website www.hireandfireyourkids.com (the “Website”), collectively, the ("Service(s)"). This Interface is presented by HFK, and assumes no responsibility for the privacy practices. Should you have concerns regarding their handling of your personal information, please contact them directly. Should you need help in contacting an independent representative, please contact us at [info@HireandFireyourKids.com.](mailto:tombrodhurst@winmar.ca)

**Information We Collect and How We Use It**

You do not have to provide any personal information to us in order to use our Website, however if using another Service, such as the App, you may be required to disclose certain basic information. For example, if you use our App, parents must enter their first and last name, email, or phone number. You control how much or how little personal information you submit to us. If you communicate with us by email or through an online form on this Interface, we may collect your name, email address, photo, family nickname, Internet protocol (IP) address used to connect your computer to the Internet, and any additional information that you provide. You may be asked for credit card information. HFK does not process or store your credit card information. This is done by third party payment service providers. HFK is not responsible for any refunds of cards chosen, or any other terms or conditions set out by third party payment service providers. In addition, we collect all information you provide us when submitting a job application through the website.

We may also collect non-personal information that does not directly or indirectly reveal your identity or directly relate to an identifiable individual, such as demographic information, or statistical or aggregated information. Statistical or aggregated data does not directly identify a specific person, but we may derive non-personal statistical or aggregated data from personal information. For example, we may aggregate personal information to calculate the percentage of users accessing a specific Interface feature. We may share anonymous, aggregated statistics about visitors to our Interface with others outside our company, or we may allow third parties to collect aggregate data through our Interface. We may also collect Technical information, including your browser type and version, time zone setting, browser plug-in types and versions, operating system and platform, or information about your internet connection, the equipment you use to access our Interface, and usage details.

We also collect, access and retain data that does not permit direct association with any specific individual. This may include, for example:

* Apple App Store SKUs, such as package name, SKU number, package status, package platform and price
* Payment data, such as transaction number, package name, package platform and price
* Templates, such as content related to Expectations and Jobs
* Messages sent between Users associated with a Family Account
* To allow you to participate in interactive features of our Service when you choose to do so
* To administer a sweepstake, contest, or similar promotion, when you provide your consent to be entered into those programs
* To maintain data security and user privacy

We may access and retain photographs stored on your mobile device and/or computer if you give us permission to do so (“Image Data”). We use this data to provide features of our Service, namely, to allow adding photographs to User and family profiles and share photographs amongst Users linked to the same Family Account. We may also manage Image Data for the same purposes.

We may access the camera of your mobile device, if you give us permission to do so, in order to provide features of our Service, namely, to allow you to take photographs inside the App and share them with Users linked to the same Family Account (“Camera Data”). We may also use, manage and retain Camera Data for the same purposes.

We may collect and retain information related to your use of the Service (“Service-Related Data”). For example, data may be collected regarding the frequency of your use of various features of the Service. Similarly, Service-Related Data relating to household tasks and expectations, along with points or money earned for completed tasks, may be collected and retained.

Our web site does use cookies, but they may be rejected by not accepting cookies explicitly. As you navigate through and interact with our Website, we may use cookies or other automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

* Details of your visits to our Website, including traffic data and other communication data and the resources that you access and use on the Website.
* Information about your computer and internet connection, including your IP address, operating system, and browser type.

Furthermore, we may collect non-personal details about your Interface interactions, including the full Uniform Resource Locators (URLs), clickstream to, through and from our Interface (including date and time), services you viewed or searched for, page response times, download errors, length of visits to certain pages, page interaction information (such as scrolling, clicks, and mouse-overs), methods used to browse away from the page, or any phone number used to call our customer service number.

Online email links allow you to send an email containing questions or other content that you input, to our head office staff, as well as any one of our independent representatives.

Furthermore, we may use your information to fulfil the purposes for which you provided the information or that were described when it was collected, or any other purpose for which you provide it. We may use said information to: carry out our obligations and enforce our rights arising from any contracts with you, including for billing and collection or to comply with legal requirements; to notify you about changes to our Interface or any products or services we offer or provide though it; to improve our Interface, products or services, marketing, or customer relationships and experiences; to allow you to participate in interactive features, social media, or similar features on our Interface; to measure or understand the effectiveness of the advertising we serve to you and others, and to deliver relevant advertising to you; to contact you for offers of employment, should you have submitted a resume with us; any other way we may describe when you provide the information; and for any other purpose with your consent.

We use third party suppliers and service providers to facilitate our Interface and Services and may make personal information available to them to the extent necessary for them to host our Interface or to provide other services to HFK. Whenever we do this, we require that our third-party suppliers and service providers agree to maintain the confidentiality of the personal information we provide to them. For example, to provide Short Message Service (SMS) notifications and collect payment related to the Service. These third-party Service Providers may have access to and retain your information only to perform these tasks on our behalf and are obligated not to disclose or use it for any other purpose.

We do not sell or rent to third parties any of the personal information that consumers provide to us online, but we may share your information with our affiliates, our independent representatives, and lenders to our investors in our company. Primarily, we share information with these third parties only to respond to your specific request or to obtain their advice on how to improve our business or meet your service requirements. We do not authorize third parties unaffiliated with HFK to make independent use of your information for their own purposes, such as for direct marketing.

**How we collect Information**

In addition to the information you provide to us directly, we may use automated technologies or interactions, as you navigate through our Interface. Information collected automatically may include usage details, IP addresses, and third parties or publicly available sources, for example, our business partners, and independent representatives.

**Information You Provide to Us**

The information we collect directly from you on or through our Interface may include information that you provide by filling in forms on our Interface. This includes information provided at the time of requesting contact or requesting further services. We may also ask you for information when you report a problem with our Interface. It may also include: records and copies of your correspondence (including email addresses), if you contact us; your responses to surveys that we might ask you to complete for research purposes; and your search queries on the Interface.

**Protecting Our Community**

To protect our user community, we may use and disclose any information about you to law enforcement, other government officials, or other third parties, as we in our sole discretion believe necessary or appropriate to address or resolve inquiries or problems.

**Children’s Privacy**

HFK recognizes the importance of protecting the privacy of children. We do not knowingly collect any personally identifiable information from children under the age of thirteen years. This Interface is directed to adults and parents who are at least eighteen years old, and when a user discloses personal information on this Interface, the user is representing to us that he or she is an adult. If a child has provided this Interface with personally identifiable information, we ask that a parent or guardian e-mail us at [info@HireandFireyourKids.com](mailto:tombrodhurst@winmar.ca) and we will promptly delete the child’s information from our records.

Accordingly, the Service does not allow for any in App purchases, or contain any marketing or advertising. Further, communication between Users is restricted. Users may only communicate to other Users linked to the same Family Account, and Users can only be added to a Family Account with invitation from a parent. When using the Service, Users may also choose to display only a nickname.

Lastly, if at any time a parent needs to access, correct, or delete data associated with their Family Account or Family Member Profile, they may do so directly through the Service or by contacting us directly using the contact form on the Website or through the App. You may also contact us at info@HireandFireyourKids.com.

Our Service may be used by individuals under the age of majority.

**How We Retain Data**

Except as otherwise permitted or required by applicable law or regulation, we will only retain your personal information for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements. Under some circumstances we may anonymize your personal information so that it can no longer be associated with you. We reserve the right to use such anonymous and de-identified data for any legitimate business purpose without further notice to you or your consent.

**Security of Your Personal Information**

HFK operates secure data networks protected by industry standard firewall and password protected systems, and maintains physical, electronic and procedural safeguards to guard the integrity and privacy of these servers and of your Personal Information. Although we cannot guarantee that there will never be a security problem, we and our agents that have access to your information carefully guard against the loss, misuse or alteration of the information we collect on our Interface. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the Interface.

**Accessing and Correcting Your Personal Information**

It is important that the personal information we hold about you be accurate and current. Please keep us informed if your personal information changes. By law you have the right to request access to and to correct the personal information that we hold about you.

If you want to review, verify, correct, or withdraw consent to the use of your personal information you may also contact our Privacy Compliance Officer at [info@HireandFireyourKids.com](mailto:tombrodhurst@winmar.ca) to request access to, correct, or delete any personal information that you have provided to us.

We may request specific information from you to help us confirm your identity and your right to access, and to provide you with the personal information that we hold about you or make your requested changes. Applicable law may allow or require us to refuse to provide you with access to some or all of the personal information that we hold about you, or we may have destroyed, erased, or made your personal information anonymous in accordance with our record retention obligations and practices. If we cannot provide you with access to your personal information, we will inform you of the reasons why, subject to any legal or regulatory restrictions.

We will provide access to your personal information, subject to exceptions set out in applicable privacy legislation. Examples of such exceptions include:

* Information protected by solicitor-client privilege.
* Information that is part of a formal dispute resolution process.
* Information that is about another individual that would reveal their personal information or confidential commercial information.
* Information that is prohibitively expensive to provide.

If you are concerned about our response or would like to correct the information provided, please contact our Privacy Compliance Officer at [info@HireandFireyourKids.com](mailto:tombrodhurst@winmar.ca).

Proper access and use of information provided on the Interface is governed by our terms of use, which is found on our Website.

**Withdrawing Consent**

Where you have provided your consent to the collection, use, and transfer of your personal information, you may have the legal right to withdraw your consent under certain circumstances. To withdraw your consent, if applicable, contact us at [info@HireandFireyourKids.com](mailto:tombrodhurst@winmar.ca). The compilation of information collected through our Interface is considered a trade secret of HFK. Please note that if you withdraw your consent, we may not be able to provide you with a particular product or service. We will explain the impact to you at the time to help you with your decision. Should you wish to unsubscribe from our emails, you can click on the unsubscribe button usually found on the bottom of our emails.

**Changes in Our Privacy Policy**

We reserve the right to change our Privacy Policy from time to time — for example, by altering our policy on sharing personal information. Be sure to check this page periodically for updates.

**Disclosure of your Information**

We may disclose personal information that we collect or you provide as described in this privacy policy to our subsidiaries and affiliates.

As the owner of such information, we may disclose, transfer or sell the information as an asset of the company in conjunction with due diligence for or completion of a merger, reorganization or sale to a third party of our company or a major portion of our assets. Although we do not currently anticipate such an event, changes to this Privacy Policy might result from changes in our corporate status.

We may also disclose your personal information:

* To comply with any court order, law, or legal process, including to respond to any government or regulatory request, in accordance with applicable law.
* To enforce or apply our terms of use found on our Interface, and other agreements, including for billing and collection purposes.

If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of HFK, our customers, or others. This includes exchanging information with other companies and organizations for the purposes of fraud protection and credit risk reduction.

**Transferring your Personal Information**

We may transfer personal information that we collect or that you provide as described in this policy to contractors, service providers, and other third parties we use to support our business (such as analytics and search engine providers that assist us with Interface improvement and optimization) and who are contractually obligated to keep personal information confidential, use it only for the purposes for which we disclose it to them, and to process the personal information with the same standards set out in this policy.

We may process, store, and transfer your personal information in and to a foreign country, with different privacy laws that may or may not be as comprehensive as Canadian law. In these circumstances, the governments, courts, law enforcement, or regulatory agencies of that country may be able to obtain access to your personal information through the laws of the foreign country. Whenever we engage a service provider, we require that its privacy and security standards adhere to this policy and applicable Canadian privacy legislation. By submitting your personal information or engaging with the Interface, you consent to this transfer, storage, or processing.

**Links to Other Sites**

Our Interface may provide links to web sites not operated by HFK. HFK assumes no responsibility for the privacy practices of these third-party sites, plug-ins, services, social networks, or applications. We recommend that you review a third-party site’s privacy policy before clicking on a link or submitting information.

Although we endeavour to open a new browser window when you click on a link to a third-party site, HFK does not guarantee that you will receive this alert when you leave our Interface. It is your responsibility to determine when you have left this Interface.

**Governing Law**

HFK controls and operates this Interface in Canada. Our online privacy practices are governed by the laws of Canada and Ontario, which may differ from privacy laws in your province or home country. By submitting your personal information to this Interface, you consent to the transfer of your personal information to any country and its use and disclosure in accordance with Canadian and Ontario law and with this Privacy Policy. We currently run servers base in Canada.

This English-language Privacy Policy is HFK’s official statement of its online privacy practices. In case of any inconsistency between this English-language Privacy Policy and its translation into another language, this English-language document controls.

**For More Information**

If you have any questions regarding our Privacy Policy, please contact us by sending an email to [info@HireandFireyourKids.com](mailto:tombrodhurst@winmar.ca) or writing to us at:

Privacy Compliance Officer

400 Centre St S

Whitby

ON L1N 4W2

Canada