**Privacy Policy**

Effective date: April 4, 2019 [NTD: Update date once finalized]

Jody Swain o/a Hire and Fire your Kids (“**HFK**” "**us**", "**we**", or "**our**") 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)**".

HFK respects the privacy of its Users (“**you**”, “**your**”) and has developed this Privacy Policy to demonstrate its commitment to protecting your privacy. This Privacy Policy describes the information we collect, how that information may be used, with whom it may be shared, and how it is protected.

This Privacy Policy is incorporated by reference in the Terms of Use (the “**Terms**”)of the Service. Unless otherwise defined in this Privacy Policy, capitalized terms used in this Privacy Policy have the same meanings as in our Terms.

1. **Consent**

By accessing and using the Service, you expressly consent to the collection, use and disclosure of information in accordance with this Privacy Policy.

Further, whenever you provide information to HFK or contact HFK through other means, you consent to the collection, use and disclosure of that information in accordance with the provisions of this Privacy Policy.

To withdraw consent to the collection, use and disclosure of data, you may contact us directly using the contact form on the Website or through the App. You may also contact us at [info@HireandFireyourKids.com](mailto:info@HireandFireyourKids.com). You may request that your Family Account and all associated data be removed.

1. **Information Collection and Use**

We collect different types of data, described below, to provide and improve our Service to you.

**Personal Data**

While using our Service, we may ask you to provide us with certain personally identifiable information ("**Personal Data**"). Personally identifiable information is information that can be used on its own, or with other information to identify, contact or locate an individual. It does not include non-personal information like business information or generic information common to many individuals.

In order to register a Family Account with HFK or enter into the Contest, you will be asked to provide Personal Data. When you do so, you authorize us to collect, access, manage and retain information that may include, but is not limited to:

* First name
* Nickname
* Last name
* Family nickname
* Personal photo
* Family photo
* Email address
* Phone number

**Non-Personal Data**

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

**Image Data**

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.

**Camera Data**

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.

**Service-Related Data**

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.

1. **Use of Data**

HFK uses and retains the collected data for purposes, such as:

* To provide and maintain our Service
* To notify you about changes to our Service
* To allow you to participate in interactive features of our Service when you choose to do so
* To provide customer support
* To administer a sweepstake, contest, or similar promotion, when you provide your consent to be entered into those programs
* To gather analysis or valuable information so that we can improve our Service
* To monitor the usage of our Service
* To detect, prevent and address technical issues
* To maintain data security and user privacy

1. **Disclosure of Data**

HFK may disclose information if legally required to do so, or at our discretion pursuant to a request from a governmental entity or if we believe in good faith – after considering your privacy interests and other factors – that such action is necessary to:

* Meet legal requirements
* Comply with a legal obligation
* Protect and defend the rights or property of HFK
* Prevent or investigate possible wrongdoing in connection with the Service
* Protect the personal safety of Users of the Service or the public
* Protect against legal liability

1. **Security of Data**

You are responsible for keeping your username and password and/or passphrase secret.

HFK takes appropriate measures to secure your information from accidental loss and from unauthorized access, use, alteration or disclosure. However, the Internet is an open system and we cannot guarantee that unauthorized third parties will not be able to defeat those measures or use your personal information for improper purposes.

Data will be stored on servers observing standard security protocols. All passwords, passphrases, and sensitive information will also be encrypted in the database.

1. **Service Providers**

We may employ third-party companies and individuals to facilitate our Service ("**Service Providers**"), 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.

1. **Children's Privacy**

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

We understand the importance of taking extra precautions to protect the privacy and safety of minors using our Service. Accordingly, the Service does not link to any outside websites or applications, 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](mailto:info@HireandFireyourKids.com).

1. **Changes to This Privacy Policy**

We may update our Privacy Policy from time to time. We will notify you of any changes by posting the new Privacy Policy on this page.

We will let you know via email and/or a prominent notice on our Service, prior to the change becoming effective and update the "effective date" at the top of this Privacy Policy.

You are advised to review this Privacy Policy periodically for any changes. Changes to this Privacy Policy are effective when they are posted on this page.

Any use of the Services after the effective date will constitute as acceptance of such changes.

1. **Contact Us**

If you have questions or concerns about this Privacy Policy, you may contact us directly using the contact form on the Website or through the App. You may also contact us at [info@HireandFireyourKids.com](mailto:info@HireandFireyourKids.com). We will use reasonable efforts to promptly answer your question or address your concern.