

Lynkx Staffing LLC is committed to protecting your privacy while providing you with a positive experience on our website.

This Privacy Notice explains our privacy practices and provides information on how and why we collect, use and share your personal information through our interaction with you in relation to our services, when you visit our website, when you use our desktop, IP desk phone, mobile applications. The Notice also describes choices that may be available to you regarding use, access, deletion and correction of your personal information.

Additional information on our personal information practices may be provided in supplemental terms and conditions, supplemental privacy statements, or notices provided prior to or at the time of data collection.

HOW WE COLLECT YOUR PERSONAL INFORMATION

- We collect your personal information when you actively provide it to us through your interactions with us.
- We may automatically collect personal information from you as you use our Services, or visit our Website as a user or a participant.
- We may receive personal information about you from a business or commercial partner or another user of our Services.
- We may infer or derive personal information based on other information we collect, such as with Service features that provide conversational intelligence.

WHAT PERSONAL INFORMATION WE COLLECT

Personal Information you actively provide to us or we collect from third parties, business partners, other users, and service providers

Your Contact Information/Identifiers:

- Name, address, email address, phone number, documents, and any other identifiers as a user provided when accessing or using the Service.

Other information:

- Social media profiles, LinkedIn URLs and custom profiles.

Personal information we collect through your interactions with Lynkx Staffing, our Website and Services as a user or a participant

Information about your use of non-Lynkx Staffing Services through integrations with our Website and Service or otherwise:

- Social media account information.

User Content:

- Files, any content of communication or other information you or another user or participant upload, provide, grant access to or otherwise implement.

*Note that users and participants control the content that they provide, and it may include any category of personal information.

Service Usage Data:

- Publicly available data from End User accounts.

SMS Messages:

- Content of blocked SMS messages that violate our spam rules.

Your communications with us:

- Calls (including recordings), emails and messages, etc.

HOW WE USE YOUR PERSONAL INFORMATION

We use your personal information for the following purposes: Communicate with you; Verify your identity to prevent fraud in compliance with applicable law; Create your account; Provide you with Lynkx Staffing Services including respond to your requests for support; Develop and improve Lynkx Staffing Services; Manage our participant relationship; Ensure quality assurance; Connect with you to optimize your experience using our Website and Services; detect and prevent spam; Personalize your experience with our Website and Service; and comply with applicable law.

We may use artificial intelligence, machine learning, or other similar technology to provide, maintain, support, and improve our Services.

HOW, WHY, AND WHAT PERSONAL INFORMATION WE SHARE WITH THIRD PARTIES

We may share and disclose your personal solely for legitimate business or legal purposes as described in this Notice and in accordance with applicable law, with the following third parties:

- Business partners (e.g., authorized third party agents) to market or sell our services;
- Service providers, contractors, vendors or agents who operate on our behalf to:
 - o Provide support and technical services;
 - o Send operational communications related to our Website and Services;
- Any third parties as part of, or in connection with, an actual or prospective corporate business transaction, such as a sale, merger, acquisition, joint venture, financing, corporate change, reorganization or insolvency, bankruptcy or receivership;
- Other third parties with your consent.

HOW WE RESPECT YOUR PRIVACY RIGHTS

We provide you with the opportunity to access, review, modify, and delete your personal information that we process.

Your Additional Privacy Rights as a Resident of Certain U.S. states

The rights described in this section apply only if you are a resident of a state within the United States that has an applicable and effective privacy law providing for the below rights.

- **Data Portability:** You can ask for a downloadable copy of your personal information. You can also request that we transmit the data to someone else where it's technically possible.
- **Deletion:** You have the right to request Lynkx Staffing to delete the personal information we have collected about you under certain circumstances.
- **No Automated Decision Making:** We do not undertake any decision making about you based solely on automated processing, including profiling; however, certain features of our Services could be used by our customers for decision-making purposes.
- **Rectification:** If you believe that any personal information we are holding about you is incorrect or incomplete, you can request that we change, correct, or supplement the data. You can also correct some of this information directly by logging into your account, if you are a customer. Please contact us as soon as possible if you notice any inaccuracy or incompleteness.

We will not share your personal information with third parties for the third parties' direct marketing purposes.

We will not share SMS opt-in consent with any third parties.

We will verify your request using your name and email. Depending on the nature of your request, we may need additional information to verify your identity. You may authorize an agent to make a request on your behalf to exercise your privacy rights under applicable California privacy laws.

If you are a Colorado resident, you may have the right to appeal Lynkx Staffing denial of an individual rights request.

To exercise your rights or to allow your authorized agent to exercise your rights, please submit, or have your authorized agent submit, a request to info@lynkxstaffing.com

Unsubscribe from our communication list

You can manage your communication preferences through the following methods:

- Following the instructions included in each promotional email from us to unsubscribe from email notifications
- Sending us an email at info@lynkxstaffing.com

These choices do not apply to service notifications or other required communications that are considered part of certain Services, which you may receive periodically unless you stop using or cancel the Service.

THIRD-PARTY SITES

This Notice does not apply to, nor are we responsible for, the privacy, information or other practices of any third parties, including any third party operating any site or service to which the

Website including but not limited to social media sites. The inclusion of a link on the Website does not imply our endorsement of the linked site or service. You should check the privacy notices of those sites before providing your personal information to them.

UPDATES TO THIS NOTICE

We may update this Notice from time to time in response to changing legal, technical, or business developments. If we make changes to our Notice, we will post those changes on this page in addition to updating the "Last Updated" or effective date at the top of this webpage. If we make material changes, we will notify you either by emailing you or by posting a notice of such changes prominently on this page prior to such material changes taking effect.

CONTACT US

If you have any questions, comments or concerns about this Notice, please e-mail us at info@lynkxstaffing.com