

Privacy Policy

1. Introduction

Revelus, owned by SchoolPool, Inc., an Ohio corporation ("**Company**" or "**We**"), respects your privacy and is committed to protecting it through our compliance with this policy.

This policy describes the types of information we may collect from you or that you may provide when you visit the website myrevelus.com or use the Revelus services (collectively, our "**Services**") or contact us for any reason through the Services. This policy also describes our practices for collecting, using, maintaining, protecting, and disclosing that information.

This policy applies to information we collect:

- Through our Services.
- In email, text, and other electronic messages between you and our Services.

It does not apply to information collected by:

- Us offline or through any other means, including on any other website operated by us or any third party (including our affiliates and subsidiaries); or
- Any third party, including through any application or content that may link to or be accessible from or through the Services.

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our Services. By accessing or using the Services, you agree to this privacy policy. This policy may change from time to time (see Changes to Our Privacy Policy). Your continued use of the Services after we make changes is deemed to be acceptance of those changes, so please check the policy periodically for updates.

2. Children Under the Age of 18

Our Services are not intended for children under 18 years of age. No one under age 18 may provide any information to the Services. We do not knowingly collect personal information from children under 18. If you are under 18, do not use or provide any information on the Services, make any purchases through the Services, or provide any information about yourself to us, including your name, address, telephone number, or email address. If we learn we have collected or received personal information from a child under 18 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 18, please contact us at privacy@myrevelus.com.

3. Information We Collect About You and How We Collect It

We collect several types of information from and about users of our Services, including information:

- By which you may be personally identified, if you provide it, such as name, postal address, e-mail address, and telephone number ("**personal information**"); and/or
- About your internet connection, the equipment you use to access our Services, your actions on the Services, and other usage details.

We collect this information:

- Directly from you when you provide it to us.
- Automatically as you navigate through the site. Information collected automatically may include usage details, IP addresses, and information collected through cookies.
- From third parties if we choose to engage with them on the Services. Our Services use Google Analytics and may use other similar service providers to help us learn about website visits and the pages being viewed.

4. Information You Provide to Us. The information we collect on or through our Services may include:

- Information that you provide to us through the Services. This includes information provided at the time of requesting information, creating an account, information you provide when using our Services, or filling out any online forms. We may also ask you for information when you report a problem with our Services.
- Records and copies of your correspondence (including email addresses), if you contact us.
- Details of transactions and communications you carry out through our Services.
- Depending on your intended purpose for and how you choose to use the Services, personal information you may choose to provide to us in order to use the Services may also include all items on your professional resume, your current employer, your employment history and details including title, salary, budget, and size of employer, dates you are available for employment or interviews, detailed educational history, reference information and contact information, certifications and licenses, as well as any other information you choose to provide. You may also choose to provide information that we have not asked for but was requested by another party you are interacting with on the Services such as an applicant providing information requested by a potential employer.

5. Information We Collect Through Automatic Data Collection Technologies. As you navigate through and interact with our Services, we may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- Details of your visits to our Services, including traffic data, location data, logs, 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.

We also may use these technologies to collect information about your online activities over time and across third-party websites or other online services (behavioral tracking). We do not currently honor “Do Not Track” signals.

The information we collect automatically is statistical data and may include personal information, or we may maintain it or associate it with personal information we collect in other ways or receive from third parties. It helps us to improve our Services and to deliver a better and more personalized service, including by enabling us to:

- Estimate our audience size and usage patterns.
- Store information about your preferences, allowing us to customize our Services according to your individual interests.
- Speed up your searches.
- Recognize you when you return to our Services.

The technologies we use for this automatic data collection may include:

- **Cookies (or browser cookies).** A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting you may be unable to access certain parts of our Services. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Services.
- **Flash Cookies.** Certain features of our Services may use local stored objects (or Flash cookies) to collect and store information about your preferences and navigation to, from, and on our Services. Flash cookies are not managed by the same browser settings as are used for browser cookies. For information about managing your privacy and security settings for Flash cookies, see Choices About How We Use and Disclose Your Information.

6. Third-Party Use of Cookies.

Some content or applications on the Services are served by third-parties, servers, content providers, and application providers. These third parties may use cookies to collect information about you when you use our website. The information they collect may be associated with your personal information or they may collect information, including personal information, about your online activities over time and across different websites and other online services. They may use this information to provide you with interest-based (behavioral) advertising or other targeted content.

7. How We Use Your Information

We use information that we collect about you or that you provide to us, including any personal information:

- To present our Services, its contents, and our applicable services to you.
- To provide you with information, products, or services that you request from us.
- To fulfill any other purpose for which you provide it.
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collection.
- To notify you about changes to our Services or any products or services we offer or provide through it.
- In any other way we may describe when you provide the information.
- In non-identifiable ways such as determining demographic trends across the Service and other analytical purposes.
- For any other purpose with your consent.

If you are an applicant for a job using the Services, you will have the option to make your resume and/or application available to be viewed by other employers besides ones you have specifically applied for. You will be given this option upon submission of your application and/or resume and can change the availability of your resume or application to the broader network at any time.

8. Disclosure of Your Information

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction.

We may disclose personal information that we collect or you provide as described in this Privacy Policy:

- To fulfill the purpose for which you provide it, including sharing with third-party vendors that assist us in providing the services you receive from us.
- With other users of the Service to fulfill the purpose of the Services. For example, if you apply for a position through the Service, your information will be shared with the employer, any agent of the employer, and third-party consultants hired by the employer. In addition, any personal information or documents you submit to the Service can be compiled into a portfolio that can be downloaded from the Services.
- For any other purpose disclosed by us when you provide the information.
- With your consent.

We may also disclose your personal information:

- To comply with any court order, law, or legal process, including to respond to any government, regulatory request, or applicable public records request.
- To enforce or apply our terms of use, if any, 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 our customers, or others.

9. Choices About How We Use and Disclose Your Information

We strive to provide you with choices regarding the personal information you provide to us. We have created mechanisms to provide you with the following control over your information:

- **Tracking Technologies and Advertising.** You can set your browser to refuse all or some browser cookies, or to alert you when cookies are being sent. To learn how you can manage your Flash cookie settings, visit the Flash player settings page on Adobe's website. If you disable or refuse cookies, please note that some parts of this site may then be inaccessible or not function properly.

We do not control third parties' collection or use of your information to serve interest-based advertising. However, these third parties may provide you with ways to choose not to have your information collected or used in this way. You can opt out of receiving targeted ads from members of the Network Advertising Initiative ("**NAI**") on the NAI's website.

10. Accessing, Correcting, and Deleting Your Information

You may send us an email at privacy@myrevelus.com to request access to or correct any personal information that you have provided to us. You may request to have us delete your personal data; however, we do not guarantee that we can comply with all requests and we may retain certain data that is necessary for the products or services or that is required for our legitimate business purposes or legal or contractual record keeping requirements, including compliance with all applicable public records requests laws.

You may unsubscribe from our newsletter or from receiving update emails at any time via the link provided on the newsletter or email. We may not accommodate a request to change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.

11. Data Security

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure.

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted to our Services. 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 Website.

12. Changes to Our Privacy Policy

It is our policy to post any changes we make to our privacy policy on this page. If we make material changes to how we treat our users' personal information, we will notify you. The date the privacy policy was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting our Services and this privacy policy to check for any changes. If we are acquired or merged with another company, your information may be transferred to the new owners in order to continue to contact you.

13. Contact Information

To ask questions, comment about this privacy policy and our privacy practices or to submit a complaint, contact us at:

privacy@myrevelus.com

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