

Privacy Policy

Effective May 2021

Our Privacy Policy has been updated.

Your Privacy Matters

The Talent Source's mission is to connect professionals to companies for either Permanent, Contract, or Contract to Hire opportunities. Central to this mission is our commitment to be transparent about the data we collect about you, how it is used and with whom it is shared.

This Privacy Policy applies when you use our Services (described below). We offer our users choices about the data we collect, use and share as described in this Privacy Policy.

Key Terms

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Introduction

We are an Executive Search company that represents professionals and companies. People use our Services to find and be found for consulting and employment opportunities. Our Privacy Policy applies to any Candidate or registered users "Candidates" who share their professional identities, employment history and professional insights, to help match their expertise and career goals to career opportunities.

We currently operate only in the United States of America.

Services

This Privacy Policy, including our Cookie Policy applies to your use of our Services.

This Privacy Policy applies to thetalentsource.com, thetalentsource-branded apps, and other thetalentsource-related social media sites, apps, communications, and services ("Services"), but excluding services that state that they are offered under a different privacy policy. For California residents, additional disclosures required by California law may be found in our **California Privacy Disclosure**.

Data Controllers and Contracting Parties

The Talent Source Inc will be the controller of your personal data provided to, or collected by or for, or processed in connection with, our Services.

As a Visitor or Member of our Services, the collection, use and sharing of your personal data is subject to this Privacy Policy and other documents referenced in this Privacy Policy, as well as updates.

Change

Changes to the Privacy Policy apply to your use of our Services after the "effective date."

The Talent Source ("we" or "us") can modify this Privacy Policy, and if we make material changes to it, we will provide notice through our Services, or by other means, to provide you the opportunity to review the changes before they become effective. If you object to any changes, you may close your account by contacting **connect@thetalentsource.com**.

You acknowledge that your continued use of our Services after we publish or send a notice about our changes to this Privacy Policy means that the collection, use and sharing of your personal data is subject to the updated Privacy Policy, as of its effective date.

1. 1. Data We Collect

1.1 Data You Provide To Us

You provide data to create an account with us.

Registration

To create an account you need to provide data including your name, email address and either your LinkedIn Profile or Resume. The Talent Source never collects any credit card details. As an active employee or consultant, you will be required to provide additional employment related information to our Human Resources platforms.

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Profile

You choose the information you provide on your profile, such as your education, work experience, skills, photo, city or area and endorsements. You don't have to provide additional information on your profile; however, profile information helps you to get more from our Services, including helping recruiters match you to opportunities. It's your choice whether to include sensitive information on your profile and to make that sensitive information public. Please do not add personal data to your profile that you would not want to be publicly available.

You give other data to us, by applying to a job posting or emailing your resume.

Uploading

We collect personal data from you when you provide, or upload it to our Services, such as when you fill out a form, (e.g., with demographic data or salary), respond to a survey, or submit a resume or fill out a job application on our Services.

You don't have to upload personal data; though if you don't, it may limit your ability to benefit from our Services.

1.2 Data From Others

Others may refer you to The Talent Source.

Content and News

You and others may post content that includes information about you (as part of articles, posts, comments, videos) on Services such as LinkedIn. We also may collect public information about you, such as professional-related news and accomplishments.

Contact Information

Partners may provide data to us.

Partners

We receive personal data (e.g., your job title and work email address) about you when you use the services of our partners, such as job boards, networking groups or and applicant tracking systems providing us job application data.

1.3 Service Use

We log your visits and use of our Services, including mobile apps.

We log usage data when you visit or otherwise use our Services, including our sites, app and platform technology, such as when you view or click on content (e.g., website) perform a job search, share articles or apply for jobs. We use cookies and internet protocol ("IP") addresses to identify you and log your use.

1.4 Cookies and Similar Technologies

We collect data through cookies and similar technologies.

As further described in our Cookie Policy, we use cookies and similar technologies (e.g., pixels and ad tags) to collect data (e.g., device IDs) to recognize you on, off and across different services and devices where you have engaged with our Services.

You can opt out by emailing connect@thetalentsource.com from our use of data from cookies and similar technologies that track your behavior.

1.5 Your Device and Location

We receive data through cookies and similar technologies

When you visit or leave our Services (including some plugins and our cookies or similar technology on the sites of others), we receive the URL of both the site you came from and the one you go to and the time of your visit. We also get information about your network and device (e.g., IP address, proxy server, operating system, web browser and add-ons, device identifier and features, cookie IDs and/or ISP, or your mobile carrier).

1.6 Sites and Services of Others

We get data when you visit sites that include our ads, cookies or some of our plugins or when you log-in to others' services such as job boards or linkedin.

1.7 Other

We are improving our Services, which means we get new data and create new ways to use data.

Our Services are dynamic, and we often introduce new features, which may require the collection of new information. If we collect materially different personal data or materially change how we collect, use or share your data, we will notify you and may also modify this Privacy Policy.

Key Terms

2.2. How We Use Your Data

We use your data to provide, support, personalize and develop our Services.

How we use your personal data will depend on which Services you use. We use the data that we have about you to provide and personalize our Services, including with the help of automated systems and inferences we make, so that our Services can be more relevant and useful to you and others.

2.1 Services

Our Services help you connect with, and be found for work and business opportunities, and stay informed, about career opportunities and industry trends.

Stay Informed

Our Services allow you to stay informed about news, events and ideas regarding professional, career related topics you care about. We use the data we have about you (e.g., data you provide, data we collect from your engagement with our Services and inferences we make from the data we have about you), to personalize our Services for you, such as by recommending contract and permanent career opportunities or relevant content on our Services.

Career

Our Services allow you to explore career opportunities, and seek out, and be found for, career opportunities. Your profile can be found by those looking to hire (for a job or a specific project). We will use your data to recommend jobs to you. We may use automated systems to provide content and recommendations to help make our Services more relevant to our Members, Visitors and customers. Keeping your

profile accurate and up-to-date may help you better connect to opportunities through our Services.

2.2 Communications

We contact you and enable communications between Candidates and Clients. We will not provide your data to a client without your permission.

We will contact you through email, mobile phone, notices posted on our websites or apps, messages to your LinkedIn inbox, and other job boards through our Services, including text messages and push notifications. We will send you messages about the availability of our Services, security, or other service-related issues. We also send messages about how to use our Services, reminders, and job suggestions. You may change your communication preferences at any time by emailing **connect@thetalentsource.com**. Please be aware that you cannot opt out of receiving service messages from us, including security and legal notices.

2.3 Marketing

We promote our Services to you and others.

2.4 Developing Services and Research

We develop our Services and conduct research

Service Development

We use data, including public feedback, to conduct research and development for our Services in order to provide you and others with a better, more intuitive and personalized experience, drive job applicant and candidate engagement, and help connect professionals to our clients.

Surveys

Polls and surveys are conducted by us and others through our Services. You are not obligated to respond to polls or surveys, and you have choices about the information you provide.

2.5 Customer Support

We use data to help you and fix problems.

We use data (which can include your communications) to investigate, respond to and resolve complaints and for Service issues (e.g., bugs).

2.6 Insights That Do Not Identify You

We use data to generate insights that do not identify you.

We use your data to produce and share insights that do not identify you. For example, we may use your data to generate statistics about our candidates, their profession or industry, or to publish visitor demographics for a Service or create demographic workforce insights.

2.7 Security and Investigations

We use data for security, fraud prevention and investigations.

[Key Terms](#)

3.3. How We Share Information

3.1 Our Services

Any data that you include on your profile, resume or communications will not be available publicly, however if you apply to a specific client position, the client will have access to your data.

3.2 Service Providers

We may use others to help us with our Services.

We use others to help us provide our Services (e.g., maintenance, analysis, audit, payments, fraud detection, marketing and development). They will have access to your information as reasonably necessary to perform these tasks on our behalf and are obligated not to disclose or use it for other purposes.

3.3 Legal Disclosures

We may need to share your data when we believe it's required by law or to help protect the rights and safety of you, us or others.

It is possible that we will need to disclose information about you when required by law, subpoena, or other legal process or if we have a good faith belief that disclosure is reasonably necessary to (1) investigate, prevent or take action regarding suspected or actual illegal activities or to assist government enforcement agencies; (2) enforce our agreements with you; (3) investigate and defend ourselves against

any third-party claims or allegations; (4) protect the security or integrity of our Services (such as by sharing with companies facing similar threats); or (5) exercise or protect the rights and safety of The Talent Source, our employees, or others. We attempt to notify Candidates about legal demands for their personal data when appropriate in our judgment, unless prohibited by law or court order or when the request is an emergency. We may dispute such demands when we believe, in our discretion, that the requests are overbroad, vague or lack proper authority, but we do not promise to challenge every demand.

3.4 Change in Control or Sale

We may share your data when our business is sold to others, but it must continue to be used in accordance with this Privacy Policy.

We can also share your personal data as part of a sale, merger or change in control, or in preparation for any of these events. Any other entity which buys us or part of our business will have the right to continue to use your data, but only in the manner set out in this Privacy Policy unless you agree otherwise.

4.4. Your Choices & Obligations

4.1 Data Retention

We keep most of your personal data for as long as your account is open.

We generally retain your personal data as long as you keep your account open or as needed to provide you Services. This includes data you or others provided to us and data generated or inferred from your use of our Services. Even if you only use our Services when looking for a new job every few years, we will retain your information and keep your profile open, unless you close your account. In some cases we choose to retain certain information (e.g., insights about Services use) in a depersonalized or aggregated form.

4.2 Rights to Access and Control Your Personal Data

You can access or delete your personal data. You have many choices about how your data is collected, used and shared.

We provide many choices about the collection, use and sharing of your data, from deleting or correcting data you include in your profile and communication controls.

For personal data that we have about you, you can email connect@thetalentsource.com to:

Field Code Changed

- **Delete Data:** You can ask us to erase or delete all or some of your personal data (e.g., if it is no longer necessary to provide Services to you).
- **Change or Correct Data:** You can also ask us to change, update or fix your data in certain cases, particularly if it's inaccurate.
- **Object to, or Limit or Restrict, Use of Data:** You can ask us to stop using all or some of your personal data (e.g., if we have no legal right to keep using it) or to limit our use of it (e.g., if your personal data is inaccurate or unlawfully held).
- **Right to Access and/or Take Your Data:** You can ask us for a copy of your personal data and can ask for a copy of personal data you provided.

4.3 Account Closure

We keep some of your data even after you close your account.

If you choose to close your account, your personal data will generally stop being visible to others within 24 hours. We generally delete closed account information within 30 days of account closure, except as noted below.

We retain your personal data even after you have closed your account if reasonably necessary to comply with our legal obligations (including law enforcement requests), meet regulatory requirements, resolve disputes, maintain security, prevent fraud, or fulfill your request to "unsubscribe" from further messages from us. We will retain de-personalized information after your account has been closed.

5.5. Other Important Information

5.1. Security

We monitor for and try to prevent security breaches.

We implement security safeguards designed to protect your data, such as HTTPS. We regularly monitor our systems for possible vulnerabilities and attacks. However, we cannot warrant the security of any information that you send us. There is no guarantee that data may not be accessed, disclosed, altered, or destroyed by breach of any of our physical, technical, or managerial safeguards.

5.2. Cross-Border Data Transfers

We store and use your data outside your country.

We process data both inside and outside the United States, and rely on legally-provided mechanisms to lawfully transfer data across borders.

5.3 Lawful Bases for Processing

We have lawful bases to collect, use and share data about you. You have choices about our use of your data. At any time, you can withdraw consent you have provided by going to settings.

We will only collect and process personal data about you where we have lawful bases. Lawful bases include consent (where you have given consent), contract (where processing is necessary for the performance of a contract with you (e.g., to deliver the Employment Services you have requested) and “legitimate interests”.

Where we rely on your consent to process personal data, you have the right to withdraw or decline your consent at any time and where we rely on legitimate interests, you have the right to object. If you have any questions about the lawful bases upon which we collect and use your personal data, please contact our Data Privacy Officer mmarrero@thetalentsource.com

5.4. Direct Marketing and Do Not Track Signals

Our statements regarding direct marketing and “do not track” signals.

We currently do not share personal data with third parties for their direct marketing purposes without your permission.

5.5. Contact Information

You can contact us or use other options to resolve any complaints.

If you have questions or complaints regarding this Policy, please first contact connect@thetalentsource.com online. You can also reach us **by physical mail at 1820 North Corporate Lakes Blvd, Suite 306, Weston FL 33326** or by calling: **954 595 2953** Monday – Friday between the hours of 9am ET – 5pm ET.
