

## PRIVACY POLICY

Last modified: August \_\_\_\_ 2021

### **Introduction**

Melonseed (“**Melonseed**,” “**Company**,” or “**We**”) respects your privacy and is committed to protecting it through our compliance with this privacy policy (the “Policy” or “Privacy Policy”). This Policy describes:

- The types of information we may collect or that you may provide when you purchase, download, install, register with, access, or use the Melonseed application (the “**App**”).
- Our practices for collecting, using, maintaining, protecting, and disclosing that information.

This Policy applies only to information we collect in this App, and in email, text, and other electronic communications sent through or in connection with this App and any other Melonseed affiliated sites.

This policy DOES NOT apply to information that:

- We collect offline or on any other Company application, software or websites, including websites you may access through this App.
- You provide to or is collected by any third party (see [Third-Party Information Collection] section, below).

Our websites and apps, and these other third parties may have their own privacy policies, which we encourage you to read before providing information on or through them.

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, do not download, register with, or use this App. By downloading, registering with, or using this App, you agree to this Privacy Policy. This Policy may change from time to time (see [Changes to Our Privacy Policy] section, below). Your continued use of this App after we revise this policy means you accept those changes, so please check the policy periodically for updates.

### **Children Under the Age of 16**

The App is not intended for children under 16 years of age, and we do not knowingly collect personal information from children under 16 of age. If we learn we have collected or received personal information from a child under 16 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 16, please contact us at Melonseed LLC, 3015 Windward Plaza, Suite 120, Alpharetta, Georgia 30005.

California residents under 16 years of age may have additional rights regarding the collection and sale of their personal information. Please see the [Your California Privacy Rights] section, below, for more information.

### **Information We Collect and How We Collect It**

We collect information from and about users of our App:

- Directly from you when you provide it to us.
- Automatically when you use the App.

### ***Information You Provide to Us***

When you download, register with, or use this App, we may ask you provide information:

- By which you may be personally identified, such as name, postal address, email address, telephone number, or any other identifier by which you may be contacted online or offline (“**personal information**”).
- That is about you but individually does not directly identify you, such as race, age, sex, origin.

This information may also include:

- Information that you provide by filling in forms in the App. This includes information provided at the time of registering to use the App, subscribing to our service, posting material, and requesting further services. We may also ask you for information when you enter a contest or promotion sponsored by us, and when you report a problem with the App.
- Records and copies of your correspondence (including email addresses and phone numbers), if you contact us.
- Your responses to surveys that we might ask you to complete for research purposes.
- Details of transactions you carry out through the App and of the fulfillment of your orders. You may be required to provide financial information before placing an order through the App.
- Your search queries on the App.

You may also provide information for publication or display (“**Post(ing)(ed)**”) on public areas of the app or websites you access through the App (collectively, “**User Contributions**”). Your User Contributions are Posted and transmitted to others at your own risk. Although you may set certain privacy settings for such information by logging into your account profile, please be aware that no security measures are perfect or impenetrable. Additionally, we cannot control the actions of third parties with whom you may choose to share your User Contributions. Therefore, we cannot and do not guarantee that your User Contributions will not be viewed by unauthorized persons.

### ***Automatic Information Collection and Tracking***

When you download, access, and use the App, it may use technology to automatically collect:

- **Usage Details.** When you access and use the App, we may automatically collect certain details of your access to and use of the App, including traffic data, location data, logs, and other communication data and the resources that you access and use on or through the App.
- **Device Information.** We may collect information about your mobile device and internet connection, including the device's unique device identifier, [IP address,] operating system, browser type, mobile network information, and the device's telephone number.

- **Stored Information and Files.** The App also may access metadata and other information associated with other files stored on your device. This may include, for example, photographs, audio and video clips, personal contacts, and address book information.
- **Location Information.** This App collects real-time information about the location of your device to provide, among other information, employment positions based on geographic location.

If you do not want us to collect this information do not download the App or delete it from your device. Note, however, that opting out of the App’s collection of location information will disable its location-based features.

We also may use these technologies to collect information about your activities over time and across third-party websites, apps, or other online services (behavioral tracking).

### ***Information Collection and Tracking Technologies***

The technologies we use for automatic information collection may include:

- **Cookies (or mobile cookies).** A cookie is a small file placed on your smartphone. It may be possible to refuse to accept mobile cookies by activating the appropriate setting on your smartphone. However, if you select this setting you may be unable to access certain parts of our App.
- **Web Beacons.** Pages of the App and our emails may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit the Company, for example, to count users who have visited those pages or opened an email and for other related app statistics (for example, recording the popularity of certain app content and verifying system and server integrity).

### ***Third-Party Information Collection***

When you use the App or its content, certain third parties may use automatic information collection technologies to collect information about you or your device. These third parties may include, but are not limited to:

- Advertisers, ad networks, and ad servers.
- Analytics companies.
- Your mobile device manufacturer.
- Your mobile service provider.

These third parties may use tracking technologies to collect information about you when you use this app. 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, apps, and other online services websites. They may use this information to provide you with interest-based (behavioral) advertising or other targeted content.

We do not control these third parties' tracking technologies or how they may be used. If you have any questions about an advertisement or other targeted content, you should contact the responsible provider directly. [For information about how you can opt out of receiving targeted advertising

from many providers, see [Your Choices About Our Collection, Use, and Disclosure of Your Information] section, below.

## **How We Use Your Information**

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

- Provide you with the App and its contents, and any other information, products or services that you request from us.
- Fulfill any other purpose for which you provide it.
- Give you notices about your account/subscription, including expiration and renewal notices.
- Carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collection.
- Notify you when App updates are available, and of changes to any products or services we offer or provide though it.
- to provide you with personalized content, services and offers of services offered by Melonseed, as well as other promotional content and services (for example, Melonseed and its affiliates may use your previous search and browsing history (e.g. the jobs you click on), or your resume, Profile, application information, and responses to screener questions to determine relevant search results and provide you with recommended jobs on Melonseed or on sites of Melonseed affiliates, or Melonseed may reach out to you about jobs or companies you may be interested in; we also use your IP address and mobile device for these purposes); For the purposes of this Policy, “affiliates” means any entity that directly or indirectly, controls, is controlled by, or is under common control of or with Melonseed, Inc., now or in the future. “Control” for these purposes means having a majority of shares or the right and ability to direct management.
- to moderate and display the employer reviews, interview reviews, salary reports and other content you have submitted for the benefit of our other users;
- to customize and improve the features, performance, and support of the Melonseed app and sites of Melonseed affiliates;
- to communicate with you or initiate communication with you (for marketing or service-related purposes) on behalf of third parties through your Melonseed account or through other means such as email, telephone (including mobile phone), or postal mail, including through the use of contact information that you provide to us or (where it is lawful for us to do so) that we otherwise obtain from third-party resources;
- to permit Melonseed or a Melonseed affiliate to recommend a Melonseed user (and that user’s resume or resume extract) to an employer hosted by Melonseed or to an employer hosted by a Melonseed affiliate, subject to visibility settings you control (for example, Melonseed may use application materials—including resumes and responses to screener questions—to determine whether the words of any job seeker’s resume and answers to screener questions match the words of a job posting or resume query, and vice-versa, we

may then differentiate matching resumes and screener questions from those that do not match, and present them to employers as matches or not matches);

- to permit Melonseed to contact Melonseed users with respect to such recommendations, subject to visibility settings you control;
- to transmit your application and save your application materials;
- to share your saved Profile or resume with employers, subject to visibility settings you control;
- to allow Melonseed and Melonseed affiliates to process your personal data for the purpose of improving for internal operations, including detecting and preventing fraud and spam, troubleshooting, data analysis, testing, research, and service improvement (this includes use of your IP address and mobile device information to help diagnose problems with our service and to administer the Platform);
- to create aggregated statistical data that does not identify you individually and that we can commercialize (for example, we use mobile device data and IP addresses to create anonymized, aggregate demographic information);
- for other purposes that you separately authorize as you interact with Melonseed.

The usage information we collect helps us to improve our App and to deliver a better and more personalized experience by enabling us to:

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

We use location information we collect to provide, among other information, employment postings based on geographic location.

We may also use your information to contact you about our own goods and services that may be of interest to you. If you do not want us to use your information in this way, please adjust your user preferences in your account profile. For more information, see [\[Your Choices About Our Collection, Use, and Disclosure of Your Information\]](#) section, below.

We may use the information we collect to display advertisements to our advertisers' target audiences. Even though we do not disclose your personal information for these purposes without your consent, if you click on or otherwise interact with an advertisement, the advertiser may assume that you meet its target criteria.

### **Disclosure of Your Information**

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

In addition, we may disclose personal information that we collect or you provide:

- To our subsidiaries and affiliates.

- To contractors, service providers, and other third parties we use to support our business and who are bound by contractual obligations to keep personal information confidential and use it only for the purposes for which we disclose it to them.
- To a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of Melonseed’s assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by Melonseed about our App users is among the assets transferred.
- To fulfill the purpose for which you provide it. For example, if you give us an email address to use the “email a friend” feature of our Website or App, we will transmit the contents of that email and your email address to the recipients.
- For any other purpose disclosed by us when you provide the information.
- With your consent.
- To comply with any court order, law, or legal process, including to respond to any government or regulatory request.
- To enforce our rights arising from any contracts entered into between you and us, and for billing and collection.
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of Melonseed, our customers or others. This includes exchanging information with other companies and organizations for the purposes of fraud protection and credit risk reduction.

### **Your Choices About Our Collection, Use, and Disclosure of Your Information**

We strive to provide you with choices regarding the personal information you provide to us. This section describes mechanisms we provide for you to control certain uses and disclosures of over your information.

- **Tracking Technologies.** You can set your browser to refuse all or some browser cookies, or to alert you when cookies are being sent. You can choose whether or not to allow the App to collect information through other tracking technologies by adjusting your user. If you disable or refuse cookies or block the use of other tracking technologies, some parts of the App may then be inaccessible or not function properly.
- **Location Information.** You can choose whether or not to allow the App to collect and use real-time information about your device's location through the device's privacy settings or by adjusting your user preferences. If you block the use of location information, some parts of the App may become inaccessible or not function properly.
- **Promotion by the Company.** If you do not want us to use your email address or other contact information to promote our own products or services, you can always opt-out by logging into the App and adjusting your user preferences in your account profile by checking or unchecking the relevant boxes.
- **Targeted Advertising by the Company.** If you do not want us to use information that we collect or that you provide to us to deliver advertisements according to our advertisers'

target-audience preferences, you can opt-out by adjusting your user advertising preferences in your account profile by checking or unchecking the relevant boxes.

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.

California residents may have additional personal information rights and choices. Please see [Your California Privacy Rights] section, below, for more information.

### **Accessing and Correcting Your Personal Information**

You can review and change your personal information by logging into the App and visiting your account profile page.

You may also send us an email at [Melonseed EMAIL ADDRESS] to request access to, correct, or delete any personal information that you have provided to us. We cannot delete your personal information except by also deleting your user account. 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.

If you delete your User Contributions from the App, copies of your User Contributions may remain viewable in cached and archived pages or might have been copied or stored by other App users. Proper access and use of information provided on the App, including User Contributions, is governed by our terms of service [LINK TO TERMS OF SERVICE].

California residents may have additional personal information rights and choices. Please see [Your California Privacy Rights] section, below, for more information.

### **Your California Privacy Rights**

If you are a California resident, California law may provide you with additional rights regarding our use of your personal information. To learn more about your California privacy rights, click [here](#).

California's “Shine the Light” law (Civil Code Section § 1798.83) permits users of our App that are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please write us at: Melonseed LLC, 3015 Windward Plaza, Suite 120, Alpharetta, Georgia 30005.

### **Data Security**

The safety and security of your information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our App, you are responsible for keeping this password confidential. We ask you not to share your password with anyone. We urge you to be careful about giving out information in public areas of the App like message boards. The information you share in public areas may be viewed by any user of the App.

Unfortunately, the transmission of information via the internet and mobile platforms is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted through our App. Any transmission

of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures we provide.

### **Changes to Our Privacy Policy**

We may update our privacy policy from time to time. If we make material changes to how we treat our users' personal information, we will post the new privacy policy on this page with a notice that the privacy policy has been updated and notify you by an in-App alert the first time you use the App after we make the change.

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 and/or phone number for you and for periodically visiting this privacy policy to check for any changes.

### **USERS OUTSIDE OF THE UNITED STATES**

If you are a non-U.S. user of the Services, by using the Services and/or providing us with information, you acknowledge and agree that Your Information may be processed for the purposes identified in this Privacy Policy. In addition, Your Information may be processed in the country in which it was collected and in other the countries, including United States, where laws regarding processing of personal information may be less stringent than the laws in your country. By providing Your Information, you consent to such transfer. We do not currently intend to apply for the Privacy Shield Framework nor do we guaranty full compliance with the GDPR. If you are a citizen of the EU and providing Services to you would bring us under the jurisdiction of any European country, you do not have permission to use the Services.

### **Notice to European Users**

THIS SITE AND THE SERVICES ON THIS SITE ARE TARGETED FOR USERS IN THE UNITED STATES OF AMERICA. ANY INFORMATION YOU ENTER ON THIS SITE MAY BE TRANSFERRED OUTSIDE OF THE EUROPEAN UNION TO THE UNITED STATES OF AMERICA WHICH DOES NOT OFFER AN EQUIVALENT LEVEL OF PROTECTION TO THAT REQUIRED IN THE EUROPEAN UNION. IN PARTICULAR, YOU ARE ADVISED THAT THE UNITED STATES OF AMERICA USES A SECTORAL MODEL OF PRIVACY PROTECTION THAT RELIES ON A MIX OF LEGISLATION, GOVERNMENTAL REGULATION, AND SELF-REGULATION. ARTICLE 26 OF THE EUROPEAN UNION'S DATA PROTECTION DIRECTIVE (DIRECTIVE 95/46/EC, 1995 O.J. (L 281) 31) ALLOWS FOR TRANSFER OF PERSONAL DATA FROM THE EUROPEAN UNION TO A THIRD COUNTRY IF THE INDIVIDUAL HAS UNAMBIGUOUSLY GIVEN HIS CONSENT TO THE TRANSFER OF PERSONAL INFORMATION, REGARDLESS OF THE THIRD COUNTRY'S LEVEL OF PROTECTION. BY USING THIS SITE OR THE SERVICES, YOU CONSENT TO THE TRANSFER OF ALL SUCH INFORMATION TO THE UNITED STATES OF AMERICA WHICH MAY NOT OFFER AN EQUIVALENT LEVEL OF PROTECTION TO THAT REQUIRED IN THE EUROPEAN UNION AND TO THE PROCESSING OF THAT INFORMATION BY THE COMPANY ON ITS SERVERS LOCATED IN THE UNITED STATES OF AMERICA AS DESCRIBED IN THIS PRIVACY POLICY.



## **California Consumer Privacy Act Privacy Statement (“CCPA Statement”)**

As of January 1, 2020, California law permits residents of California to request certain details about how their personal information is shared with third parties or affiliated companies for direct marketing purposes. Our Privacy Policy and the various disclosures herein are designed to comply with the California Consumer Privacy Act (the “CCPA”). To learn more about your California privacy rights, visit <https://oag.ca.gov/privacy/privacy-laws>.

### **Contact Information**

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

Melonseed LLC

3015 Windward Plaza

Suite 120,

Alpharetta, Georgia 30005

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