

Privacy Policy

Effective Date: March 1, 2022

Taylor Connect Group ("TCG") respects your privacy and is dedicated to protecting the Personal Data (as hereinafter defined) that it collects. The purpose of this Privacy Policy ("Policy") is to inform you about the privacy of your data while using Services (as hereinafter defined).

By using or continuing to use a Service, including without limitation visiting TCG's website or otherwise providing your Personal Data to TCG, you accept and consent to the rights, obligations, and practices described in this Policy.

User Choice

TCG is committed to the principles of user consent and choice and encourages you to determine your preferred experience when interacting with TCG. To this end, you may limit, restrict, or deny TCG's ability to share your Personal Data with third parties, or to use your Personal Data for a purpose that is materially different from the purpose for which it was originally collected or authorized by you, subject to applicable law. To exercise your right to choose, please contact us via email at Taylor@taylorconnectgroup.com, postal mail, or telephone using our contact information found on the www.taylorconnectgroup.com/contact page.

Privacy Shield Notice

- Scope. This Policy applies to all services offered by TCG (collectively, the "Services") and describes the ways TCG collects and uses your personal information and the choices you have regarding collection, use, maintenance, access, and transmission of your personal information.
- Third Party Transfers of Data. TCG may transfer Personal Data to third parties when operationally necessary to provide the Services. TCG shall not be responsible or liable for any damages that you may incur by third parties.
- Dispute Resolution. Please direct any complaints regarding this Policy to us at Taylor@taylorconnectgroup.com, or via postal mail, or telephone using our contact information found on the www.Taylorconnectgroup.com/contact (support page link) Support page. We will attempt to resolve any such complaints in a reasonably timely manner and in accordance with this Policy. You may also, under certain circumstances, invoke binding arbitration for complaints not resolved by the dispute resolution procedures described in this section. For more information about binding arbitration and the Privacy Shield frameworks, please visit the Privacy Shield website at <https://www.privacyshield.gov/>.

Additional Terms

- 1. Types of Collected Data.** TCG considers any information that can be used to directly or indirectly identify you to be "Personal Data," including without limitation, Personal Data that is accessed, collected, maintained, transmitted, and/or used by TCG in the normal course of our business, and is subject to the provisions of this Policy and applicable law. Please note, in the absence of any notice to the contrary, you expressly grant TCG permission to share your Personal Data at TCG's discretion.
- 2. Methods of Data Collection.** TCG may use cookies and similar technologies to enhance your experience and interactions with the Services. These tools can be stored locally and may be used by TCG and our representatives for operationally necessary purposes, as well as functional, performance, analytical, and marketing reasons. TCG may also use third-party tools and companies to enhance our provision of the Services and those third-party companies may employ third-party tracking tools to gather anonymous browser, operating system, geographic, and website navigation information.
- 3. Purposes of Collected Data.**
 - 1. For Customers.** TCG may use Personal Data to process your service requests, deliver products and services, process payments, communicate with you about resumes and other services, provide access to secure areas of TCG's website, and to enable TCG to review, develop, and continually improve the products, services, and offers that it provides. TCG also uses this information to prevent or detect fraud or abuses of TCG's website and to enable third parties to carry out technical, logistical, or other functions on its behalf.
 - 2. For Visitors.** TCG may use Personal Data to send information about TCG to visitors and to contact such visitors. TCG also uses the information that it collects to improve the content of our website, enhance user experiences, and as training aids. Visitors have discretion as to whether to grant information to TCG and may opt-out from such processes.
 - 3. For Payment Information.** TCG may ask customers to enter credit card or account information to process orders for Services. Financial information provided via our website may be transferred to an TCG third-party service provider ("Third Party Service Provider") for payment processing. This information may be encrypted and stored for logging purposes by TCG and our Third-Party Service Provider for payment processing. Credit card numbers are used by the Third-Party Service Provider for processing payments.
 - 4. For Use Information.** TCG uses website use information to measure interest in and develop its web pages and marketing plans, customize the content you view on your web visits based on your activity during past visits, and administer TCG's website. In addition, TCG uses:
 - IP addresses to help diagnose problems with its servers, and to administer its website;
 - cookies and other tools to help it recognize users as unique when they return to TCG's website. TCG also uses cookies to tailor content or advertisements to match your preferred interest; avoid showing visitors the same advertisements repeatedly; compile anonymous, aggregated statistics that allow TCG to understand how users use its site and to help it improve the structure of its website; and
 - web beacons to count the number of times that its advertisements and web-based email content are viewed. TCG combines web beacon information with cookies to track activity on its website originating from advertisements and web-based email content.
 - 5. For Support Information.** TCG uses information that you provide to it via telephone calls, chat, e-mail, web forms, and other communications to correspond with you about services that you may be interested in purchasing. If you elect to purchase a service online using a web form, TCG will use the information to establish your account. Information you submit in writing, such as chat, email, and web form information are archived and may be tied to information that TCG collects about your web visits. Your telephone calls may be recorded for training and operational purposes and TCG may enter information you provide via telephone into its systems to use for the purposes described in this paragraph.
- 4. Disclosure to Regulatory Agencies and other Third Parties.** TCG transfers Personal Data to third parties, including without limitation, law enforcement agencies and consumer reporting agencies, in the normal course of business, subject to service of lawful process or your written consent. If you breach the terms hereof or if TCG is under a duty to disclose your Personal Data in order to comply with any legal obligation, TCG may disclose your information to the relevant authority. Disclosure may include, but is not limited to, exchanging information with other companies and organizations for the purposes of regulatory auditing, fraud protection and credit risk reduction. In particular, TCG may release the information it collects to third parties when TCG believes that it is appropriate to comply with the law, to enforce legal rights, to protect the rights and safety of others, or to assist with industry efforts to control fraud, spam or other undesirable conduct. TCG may also release the information it collects to third parties, where the information is provided to enable such third party to provide services to TCG and is permitted to use the information to provide services to TCG. If you request the disclosure of your Personal Data by TCG, you will be responsible for the cost of disclosure efforts outside of TCG's normal course of business.
- 5. Sensitive Information.** TCG will not intentionally collect or maintain, and requests that you do not provide, any information regarding your race or ethnic origin, political opinions, religious or philosophical beliefs, or other sensitive information, other than as needed to provide the Services. If you provide TCG with any material or information that is sensitive and/or subject to the Graham-Leach Bailey Act, the Health Information Privacy Portability and Accountability Act, or any other law or regulation, such information and compliance with applicable privacy laws remains solely your responsibility.
- 6. Children's Online Privacy Protection.** The services are not designed for or directed to children under eighteen (18) years of age and TCG will not intentionally collect or maintain information about anyone under eighteen (18) years of age.
- 7. Enforcement.** If you believe your Personal Data has been used in a way that is not consistent with this Policy, or if you have further questions regarding this Policy, please contact us at Taylor@taylorconnectgroup.com.
- 8. Changes.** Amendments to this Policy may be made at any time and you should check back frequently for any changes. TCG shall have the right and ability to amend this Policy at TCG's sole and absolute discretion, and any amendments herein shall be effective within fourteen (14) days of being posted by TCG or by your continued use of the Services, whichever is later.
- 9. Verification.** TCG utilizes the self-assessment approach to assure its compliance with its Privacy Policy.

10. **California Users.** If you are a California resident, you are granted specific rights regarding access to your Personal Data. You may access all Personal Data that we collect and retain about you for purposes of correcting, amending, downloading, or deleting such information. Access can be obtained by contacting us at Taylor@taylorconnectgroup.com. To protect your privacy and security, we may take reasonable steps to help verify your identity before granting access, making corrections, providing you with information, or deleting information. The easiest way to access and correct the Personal Data that we have collected about you is to contact us at Taylor@taylorconnectgroup.com.

You have the right to request that TCG disclose the following to you:

- The categories of Personal Data that we have collected about you;
- The categories of sources from which the Personal Data is collected;
- The business or commercial purpose for collecting or selling Personal Data;
- The categories of third parties with whom we share your Personal Data; and
- The specific pieces of Personal Data that we have collected about you.

To request such a disclosure, please contact us at Taylor@taylorconnectgroup.com

You have the right to request that TCG delete any Personal Data about you which we have collected from you. To make such a request, please contact us at Taylor@taylorconnectgroup.com.

Under California's "Shine the Light" law, California residents who provide Personal Data to TCG's website may request certain information regarding our disclosure of your Personal Data to third parties for their direct marketing purposes. To make such a request, please contact us at Taylor@taylorconnectgroup.com.

If you are a California resident under the age of 18, and a registered user of any website where this Privacy Policy is posted, California Business and Professions Code Section 22581 permits you to request and obtain removal of content or information that you publicly posted. To make such a request, please contact us at Taylor@taylorconnectgroup.com with a detailed description of the specific content or information. Please be aware that such a request does not ensure complete or comprehensive removal of the content or information that you posted and that there may be circumstances in which the law does not require or allow removal, even if requested.