

Welcome to the WhiteCap Search website any materials and services available therein, and successor site(s) thereto (individually referred to as the “**Site**” or collectively as the “**Sites**”), which are operated by WhiteCap Search Holdings LLC. and its subsidiaries (“**WhiteCap Staffing**”, “**WCS Healthcare Partners**” or “**we**” or “**us**”).

This Privacy Policy (“**Policy**”) describes how WhiteCap Search may use and disclose information that we may collect about all users and viewers through the Sites.

The Terms of Use (“**Terms**”) state the terms and conditions governing your use of and access to the Sites and constitute a legally binding contract between you and WhiteCap Search. The Terms incorporate any additional terms and conditions posted by WhiteCap Search through the Sites, or otherwise made available to you by WhiteCap Search.

PLEASE REVIEW THESE TERMS AND POLICY CAREFULLY. YOUR ACCESS TO AND/OR USE OF THE SITES CONSTITUTES YOUR ACCEPTANCE OF, AND CONSENT TO BE BOUND BY, THESE TERMS AND POLICY. IF YOU DO NOT ACCEPT AND CONSENT TO BE BOUND BY THESE TERMS AND POLICY, THEN YOU MUST NOT USE OR ACCESS THE SITES.

We may change these Terms and/or Policy from time to time by notifying you of such changes by any reasonable means, including by posting revised Terms and/or Policy through the Sites. Any such changes will not apply to any dispute between you and us arising prior to the date on which we posted the revised Terms or Policy incorporating such changes, or otherwise notified you of such changes.

We may, at any time and without liability, modify or discontinue all or part of the Sites (including access to the Sites via any third-party links); or offer opportunities to some or all Site users. Any changes will become effective when we post the revised Policy on the Sites. Your use of the Sites following these changes means that you accept the revised Policy.

1. COLLECTION OF PERSONAL INFORMATION

When you use or register with the Sites, we may collect certain information that identifies you as an individual or relates to an identifiable individual (“**Personal Information**”).

Categories of Personal Information: The categories of Personal Information we may collect include:

With respect to visitors of the Site, we collect the following categories of information from your browser or directly from you when you visit our Site:

- Internet activity, such as your browsing activity on the Site, your IP address, cookies, installed plug-ins, and javascript object. This information, including geolocation data, is collected automatically (“Data Collection Technologies”).
- Regarding your IP address, this is a number that is automatically assigned to your computer by your Internet Service Provider. An IP address may be identified and logged automatically in our server log files whenever a user accesses the Sites, along with the time of the visit and the pages visited. We use IP addresses for purposes such as calculating usage levels, diagnosing server problems, and administering the Sites. We may also derive your approximate location from your IP address.

With respect to job applicants, our employees, and independent contractors who use the Sites (“**Candidates**”), we collect the following categories of information from you:

- Identifiers, such as your name and contact information (email, address (mailing and home) and phone number), and any login ID or email address and password created by you
- Professional or career-related information and education information, such as your job search criteria and preferences, your availability to work, your work experience, educational history, your skills, reference information, background check information, pay / compensation expectations, ability to work in the United States, languages spoken, and other information contained in your resume
- Emergency contact information consisting of full name and phone number
- Information protected against security breaches such as bank information if you work with us and elect to be paid via direct deposit consisting of bank account numbers and direct deposit information
- Characteristics of Protected Classifications Under Federal Law including gender, age, and military/veteran status

With respect to individuals who are business clients of WCS who use the Sites (“**Customers**”) and any corporation, partnership or other entity on behalf of which a Customer is using the Sites, collectively also referred to as “**you**” and “**your**”), we collect the following categories of Personal Information from you or from our service providers such as job boards:

- Identifiers such as your name, business phone number, and work email
- Professional or employment-related information such as your company name, department, and job title
- Information protected against security breaches such as bank and payment information if we render services to you, depending on how you elect to pay for services rendered

With respect to vendors, we collect the following categories of Personal Information from you or WCS’s business contacts who may wish to recommend you:

- Identifiers such as your name, business phone number, and work email
- Professional or employment-related information such as your company name, department, and job title
- Information protected against security breaches such as bank account information, so we can pay you for providing products or services to WhiteCap Search

With respect to marketing recipients and prospective customers, we collect the following categories of Personal Information from you, from our service providers such as job boards, or from information that is publicly available on the internet:

- Identifiers such as your name, business phone number, and work email
- Professional or employment-related information such as your company name, department, and job title

Sources of Personal Information

We collect the following categories of Personal Information from the following sources:

- Directly From California consumers: (a) identifiers; (b) professional or career / employment related information; (c) information protected against security breaches; (d) emergency contact information; (e) characteristics of protected classifications under California or Federal law.
- Data Collection Technologies (described above): (a) Internet information; (b) Geolocation data.

By providing your mobile phone number to us, you opt in and consent to receive text messages from us, which includes but is not limited to text messages sent through an automatic telephone dialing system. Consent to receive marketing text messages is not required as a condition of working with us. If you do not wish to receive marketing text messages, do not provide us with your mobile phone number or opt out.

2. Whitecap Search's BUSINESS AND COMMERCIAL PURPOSES FOR USE OF PERSONAL INFORMATION

We specify below the business and commercial purposes for which we use Personal Information. We use Personal Information to register you with the Sites, to provide you with information regarding job opportunities and career-related information, to manage our relationship with you, to develop and carry out marketing activities, and to otherwise provide you with requested information or services. We may from time to time use your Personal Information to send you automated email messages, text messages (message and data rates may apply), or marketing materials regarding our services, including employment information. We may also use Personal Information for our business purposes, such as data analysis, audits, protecting the Sites from abuse, and improving our services.

Opt Out From Partners

We and our partners collect information about your online activity when you interact with our sites and applications. To opt out, you can use your browser controls or go directly to our partners listed below to disable tracking and analytics on this device.

- Instagram
To opt out of Instagram ad tracking analytics, please follow the instructions below:

1. Tap on your profile picture in the bottom right to go to your profile.

2. Tap in the top right.
 3. Tap **Settings**.
 4. Tap **Ads** then **Data about your activity from partners** below **Ad preferences**.
 5. Make your preferences regarding showing you ads.
- **LinkedIn**
For LinkedIn members, to opt out of LinkedIn ad tracking and analytics, **please make your selections here**. Your changes may take 24 hours to become effective and even after your opt-out is effective, you may continue to see ads that feature an option to manage your advertising preferences, including to opt out of interest-based advertising.
Non-members can opt out of LinkedIn's and its service providers' tracking of visits to LinkedIn for targeted advertising purposes **by visiting this page here**. Click on the "Opt-out of Targeted Advertising" link and follow the instructions.
 - **Microsoft**
To opt out of Microsoft ad tracking analytics, **follow the Microsoft opt out instructions here**.

WhiteCap Search may disclose such Personal Information to the following categories of third parties:

- **Service Providers.** We may share Personal Information with our third-party service providers who perform business functions and services on our behalf, such as the provider of WhiteCap Search's customer relationship management solution.
- **Customers and Prospective Customers.** Customers and prospective customers may request professional and employment-related information for purposes of evaluating a Candidate's credentials, skills and experience. Customers may also need to approve and process timesheet information for Candidates.
- **Candidates.** We may share Personal Information of our Customers or prospective customers to Candidates such as when a Candidate must know

information about whom to contact when going on an interview or to a job with a Customer or prospective customer.

- **As required or appropriate by law.** We may disclose Personal Information to regulatory authorities, government authorities or courts to comply with applicable laws, the service of legal process, or if we reasonably believe that such action is necessary to (a) comply with the law requiring such disclosure; (b) protect the rights or property of WhiteCap Search or its affiliated companies; (c) prevent a crime or protect national security; or (d) protect the personal safety of the users or the public.
- **Business transfers.** We also may disclose or transfer information to a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceedings).

3. CHOICES RELATING TO RECEIVING EMAIL FROM US

If you no longer want to receive marketing-related emails from us on a going-forward basis, you may opt-out by using the mechanism contained in each such email.

Otherwise, you may unsubscribe by doing any of the following:

- Call 1 (646) 813-3001

4. CHOICES RELATING TO SMS TERMS

If you no longer wish to receive marketing or business-related texts from us on a going-forward basis, you may opt-out by texting “STOP” to us at any time. You may text “HELP” to us or call 1 (646) 813-3001 for assistance relating to text messages we send.

5. DATA RETENTION

We keep your Personal Information for as long as needed or permitted in light of the purpose(s) for which it was obtained. The criteria used to determine our retention periods include (i) for as long as we have an ongoing relationship with you; (ii) as required by a legal obligation to which we are subject to; or (iii) as advisable in light of our legal position (such as in regard of applicable statutes of limitations, litigation, or regulatory investigations).

We may delete Personal Information for inactive accounts from our database, subject to any applicable legal or regulatory obligations. Furthermore, we may delete Personal Information from our database at any time and without providing any reason.

6. USE OF SITES BY CHILDREN

We do not knowingly collect Personal Information from children under 16 years old and we do not "sell" or "share," as those terms are defined under CCPA/CPRA (defined below), the Personal Information of children under 16 years old. If we become aware that we have received or collected Personal Information about a child under 16 years old, we will delete that Personal Information as soon as possible.

7. CONTACT US

If you have any questions or complaints about the [Terms](#) or the [Policy](#), or if you would like to update any Personal Information you have provided to us, please contact us at the mailing address or email address below.

Mailing Address:

WhiteCap Search
Attn: Terms of Use / Privacy Policy
52 Vanderbilt Ave
17 floor
New York NY 10017

Email Address: contactus@whitecapsearch.com

Please note that e-mail communications will not necessarily be secure; accordingly, you should not include any sensitive information in your e-mail correspondence with us.