

## HCR Personnel Solutions Inc. Privacy Policy

1. **Privacy Statement.** HCR Personnel Solutions Inc., a Toronto corporation (HCRPSI), operates this HCR.ca web site. HCRPSI regards the privacy and security of submitted user information as a crucial component of the service that we offer to our users. The following information explains our information gathering and dissemination practices.
2. **User Submitted Data.** We use User Submitted Data as a form of on-line job registration. Your information is collected specifically for the purpose of registration at HCRPSI. We also use Registration Data to tailor our web site to your particular needs. We use demographic and profile information to tailor your experience at our site, showing you the content that we think you might be interested in as well as displaying the content according to your preferences.
3. **IP Addresses.** IP addresses are used by your computer every time you are connected to the Internet. Your IP address is a number that is used by computers on the network to identify your computer. IP addresses are automatically collected by our web server as part of demographic and profile data known as "traffic data" so that data (such as the Web pages you request) can be sent to you. HCR.ca will not use your IP address to attempt to identify your personal information.
4. **System Information.** System information we collect as part of "traffic data" includes time, the type of web browser being used, the operating system/platform, and CPU speed. This information is sent automatically by your web browser when you are connected to a web site. This information is not currently used by HCRPSI. However, at any given point, this method of information gathering may be implemented in identifying broad demographic trends and may be used to provide information appropriate for your computer system. You will not be personally identified from this information.
5. **Sharing of Information.** HCRPSI feels strongly that your personally identifying data should only be seen by you, unless you authorize us to share it with others. Except as provided in this privacy Policy, no data or information which personally identifies you will be shared with anyone. Some of your information may be shared on an aggregate basis only, as a part of a larger set of statistics (for example, statistics that indicate the percentage of our members that are female), but that information will not be sufficient to permit the recipient to identify you. Notwithstanding the forgoing, HCRPSI will only disclose personally identifiable data without your permission in the following limited circumstances: (i) if HCRPSI is required to do so by law, or (ii) if HCRPSI has the good faith belief that such action is necessary to conform to applicable laws or comply with legal process served on HCRPSI, or to protect and defend the rights or property of HCRPSI or another subscriber or to enforce the Terms of Use.
6. **Security.** Information collected by HCRPSI is stored in secure operating environments that are not available to the public. All of our employees and contractors are dedicated to maintaining and upholding your privacy and security and are aware of our privacy and

security policies. Unfortunately, no data transmission over the Internet can be guaranteed 100% secure. As a result, while we strive to protect your personal information within our systems, HCRPSI cannot ensure or warrant the security of any information you transmit to us and you do so at your own

7. Contact Us. If you have any questions regarding this Privacy Policy, the practices of HCRPSI, or your dealings with our web site, please contact us at:

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