

# PRIVACY POLICY

Source Resources is a National Information Service provider. We offer nonpublic and public information to entities who are legally qualified to receive this information under the Gramm-Leach-Bliley Act (GLBA), the Drivers Privacy Protection Act (DPPA), and the Fair Credit Reporting Act (FCRA), among other applicable state and federal laws.

This Privacy Policy covers Source Resource's web site, and Source Resources's practices for handling personal information provided to Source Resource's over the Internet by the general public using Source Resources's publicly available web site. Source Resource's will collect, store, and use personally identifiable information only in compliance with applicable laws.

## Information Collection

When you browse Source Resource's publicly accessible web site, you do so anonymously. Source Resource's collects personally identifiable information from you only if you choose to provide this information to us. In some instances, Source Resource's may collect non-personal (e.g., aggregate or demographic) data through cookies. This information is used to better understand and improve the usability, performance and effectiveness of the Source Resource's web site, as is further described below under "Cookies and Tracking Technology".

The types of personal information we may collect about you through our publicly accessible web site include the following (should you decide to provide such information to Source Resource's): (a) contact and identifying information (e.g., name, address, e-mail address, phone and fax numbers, employer(s), job title) in connection with your expression of interest in receiving information about, or your registering for, Source Resource's products or services, newsletters and conferences; (b) your resume information and employment application information in response to Source Resource's job openings; and (c) any other personal information that you may voluntarily provide to us in an online form or through an e-mail.

If you are using this web site to open an account with Source Resource's, we collect the information requested on our account application form, including contact information and financial information (such as credit card number or billing information). This information is used for internal purposes, such as account establishment, billing, fulfillment of orders and customer service. We will also request credentialing material from entities or individuals seeking to use Source Resource's services and search features in order to verify their eligibility to access such services and information.

## How We Use Your Personal Information

When your personal information is collected on Source Resources's publicly accessible web site, will inform you at the point of collection of the purpose for the collection. Source Resource's will use your personal information only in the way we specify when it is collected unless you consent to a different use. For example, Source Resource's may use personal information submitted in an account application to set up and maintain your account Source Resource's. also may use the personal information you provide to answer your questions and inquiries, to support Source Resource's own recruitment activities in response to your inquiries into Source Resource's job postings, and to provide newsletters and other information (if any) that you have requested.

## Information Sharing and Disclosure

Source Resource's does not sell or rent personal information that is collected as a result of accessing the Source Resource's website. Source Resource's may disclose personal information as necessary or appropriate in connection with any of the purposes for which we use personal information as described above in "How We Use Your Personal Information" or may in good faith disclose personal information and any other additional information available to Source Resource's for any of Source Resource's the following purposes: (a) investigate, prevent or take action regarding actual or suspected illegal activities or fraud, situations involving potential threats to the physical safety of any person, or violations of Source Resource's terms of use; (b) respond to or defend against subpoenas, court orders, or other legal process; (c) establish or exercise Source Resource's legal rights; or (d) otherwise comply with applicable law.

Source Resource's may acquire other businesses, and other businesses may acquire Source Resource's. If that occurs, the information Source Resources's collects may be one of the assets examined or transferred as part of the transaction Source Resource's. will not permit another business to examine the information Source Resource's has collected without a confidentiality agreement and only to the extent permitted by law Source Resource's. will not transfer the information it has collected unless the recipient agrees to provide privacy protections equal to or exceeding those established by this Privacy Policy.

## Cookies and Tracking Technology

Source Resource's web site may use the standard technology called a "cookie" to collect information about how you use the web site. A cookie is a small data file that is transferred to your hard drive and used for record-keeping purposes. A cookie file can contain information such as the URL you came from, your computer's IP address (i.e., the Internet address of your computer) and domain type (e.g., .com or .org, etc.), your browser type, the country, state and telephone area code where your server is located, the pages of our site that were viewed during a visit, and any search terms that you entered on our site. This information is used for internal purposes only, and we do not link your URL or IP address to any personal information.

## Security

Source Resource's is committed to protecting the personal information that Source Resource's receives about consumers. While we cannot guarantee the security of that information, we utilize a combination of online and offline security technologies, procedures and organizational measures to help safeguard consumer information against loss, misuse, and unauthorized access, disclosure, alteration and destruction. The servers used to store consumer information are maintained in a secure environment with appropriate security measures.

If you are a Source Resource's client, with a registered account, you may review (and update) your account information by contacting our office. Please be advised Source Resource's, is required to maintain accurate records of its users, even after they have cancelled their account Source Resource's. is prohibited from removing the account information of its registered users from its database for record keeping purposes.

Source Resource's is not a data aggregator and relies on third-party providers to supply the data used by our registered users. Source Resource's cannot remove your personally identifiable information from the registries we access from our third-party providers. If you have concerns about your personally identifiable information, you may contact the data aggregators directly at Experian ([www.experian.com](http://www.experian.com)), Equifax ([www.equifax.com](http://www.equifax.com)), and TransUnion ([www.transunion.com](http://www.transunion.com)).

## People under Age 18

Source Resource's does not offer services to any person under the age of 18, and this web site is not directed to people under the age of 18 Source Resource's does not knowingly collect information about people under the age of 18.

## Changes to this Privacy Policy

Source Resource's may revise this policy from time to time. If there is a material change to this Privacy Policy, we will post the revised policy at this location. Source Resource's will not provide less privacy protection, without your consent, to information collected under a prior privacy policy. We encourage you to periodically review this Privacy Policy to be informed of how Source Resource's is protecting your information.

If you have any questions regarding our privacy policy, you may contact us at:

Source Resources

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In accordance with California Civil Code § 1786.20 and other applicable state and federal laws, the agency named above will be able to assist you with additional information regarding our privacy practices and policies in the event of a compromise of your information.