

**MATCHMED, LLC**  
**PRIVACY POLICY**

Effective Date: [Feb 10, 2024].

**1. Introduction**

Welcome! MatchMed, LLC (“us”, “we”, or “our”) operates [matchmed.app](https://matchmed.app) and the MatchMed mobile application (the “Service”).

This Privacy Policy governs your access to the Service, and explains how we collect, safeguard and disclose personal information. By using the Service, you agree to the collection and use of information in accordance with this Privacy Policy.

**2. Types of Data Collected**

While using our Service, we may collect and use certain personal information to provide the Service, including but not limited to:

- a. Your account and registration information, such as your name, email, phone and address;
- b. Profile information, such as your CV / resume, photos and videos and areas of expertise;
- c. Preferences, such as your desired positions, candidates, locations, compensation and benefits;
- d. Communications, when you submit or make requests related to the Services;
- e. Payment information when you request or submit payments for Services;
- f. Cookies and interest-based advertising data.

**3. Purposes of Collection**

We use the collected personal information for various purposes, including:

- a. to provide and maintain our Service, such as connecting candidates with potential employers and to provide your account dashboard and features;
- b. to provide notifications, such as inquiries from potential candidates or job openings, to notify you about changes to our Service, and notification about your subscriptions and renewals;
- c. to allow you to participate in interactive features of our Service when you choose to do so, such as premium employment service offerings;
- d. to provide customer support;
- e. to gather analysis or valuable information so that we can improve our Service;
- f. to monitor the usage of our Service and detect, prevent and address technical issues;
- g. to carry out our obligations and enforce our rights arising under law or from any business contracts, including for billing and collection;
- h. to provide you with news, special offers and general information about the Services.

**4. Usage and Tracking Technologies**

- a. ***Cookies and Interest-Based Advertising.*** We use cookies, beacons, tags and other tracking technologies to collect data about your use of the Services, including user browser type, pages visited, user location, unique device identifiers and other diagnostic data. We collect this data to understand user preferences, for security reasons and to make improvements to the Services.

Most browsers and device settings let you remove and/or stop accepting cookies on mobile apps and sites you visit. For information about such tracking technologies, including how to see what tracking technologies have been set on your browser and how to manage and delete them, visit [allaboutcookies.org](https://allaboutcookies.org) or [optout.networkadvertising.org](https://optout.networkadvertising.org). In addition to your device and browser settings, you can install the AppChoices mobile app, available at [youradchoices.com/appchoices](https://youradchoices.com/appchoices). We recommend that you further view websites owned by tracking technologies, such as Bing, Facebook, Google and Twitter for details around how these technologies work and how to opt out.

- b. **Do Not Track.** Some Internet browsers may be configured to send “Do Not Track” signals to the online services that you visit. We do not currently respond to such signals. To find out more about “Do Not Track,” please visit <http://www.allaboutdnt.com>.

## 5. Communications

- a. **Emails.** We may send promotional emails to you. If you no longer wish to receive promotional emails, you can select the unsubscribe options in those messages. You may also opt out of receiving these communications by emailing at [admin@matchmed.app](mailto:admin@matchmed.app). Please note that, although you can opt to not receive promotional emails, we reserve the right to send you informational emails about your account, transactions you request us to process, and emails for compliance with laws and our policies (such as to process disputes).
- b. **Notifications.** We may send you push notifications or text messages to notify you about account updates, updates regarding features, improvements and the availability of the Services. You may use your device settings to opt out of push notifications. If you receive text messages from us, you can opt-out of receiving text messages by texting STOP from the mobile device receiving the messages. Note that opting out of notifications may impact your ability to receive immediate information about your account.

## 6. Retention of Data

We will retain your personal information only for as long as is necessary for the purposes set out in this Privacy Policy. We may retain and use your personal information for longer periods to the extent necessary to comply with our legal obligations (for example, if we are required to retain your data to comply with applicable laws), resolve disputes, enforce our legal agreements and policies, and for security of the Service.

## 7. Disclosure of Data

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

- a. Where required by law or in response to a valid request by authorities;
- b. In the context of a business transaction, such as a merger, acquisition or asset sale;
- c. To our service providers, subsidiaries and affiliates to continue the Services;
- d. To fulfill your instructions, such as to process payment requests or transfer CV / resume to prospective employers;
- e. With your consent in any other cases;
- f. If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of MatchMed, our customers, or others.

## 8. Security of Data

The security of your data is important to us but remember that no method of transmission over the Internet or method of electronic storage is 100% secure. While we strive to use commercially acceptable means to protect your personal information, we cannot guarantee its absolute security.

## 9. State Privacy Rights

Please note that, due to our current operational size, we are not subject to certain state privacy rules. Irrespective, you may have the following rights:

- **Information/know.** You can request whether we have collected your personal information, and in certain cases, information about how we use and share it, including if we have sold it.
- **Access.** You can request a copy of the personal information that we have collected about you.
- **Correction.** You can request that we correct inaccurate personal information about you.
- **Deletion.** You can request that we delete your personal information.
- **Opt-out of tracking for targeted advertising purposes.** You can opt-out of certain tracking activities for targeted advertising.

- **Opt-out of sales of personal information.** You can opt-out of sales of your personal information.
- **Opt-out of profiling.** You can request to opt-out of certain “profiling” as defined in applicable privacy laws, which may include automated processing to analyze or predict your interests or other behavior.
- **Nondiscrimination.** You are entitled to exercise the rights described above free from discrimination.
- **Notice of financial incentive.** Although we currently do not, we may in the future, offer various incentive programs that may constitute a “financial incentive” under state laws, such as any future rewards programs. Upon doing so, we may provide instructions on how you can withdraw, and the value of the incentives programs.

Please note, if you ask us to delete or stop selling your data, it may impact your experience with us, and you may not be able to participate in certain programs or membership services which require the usage of your personal information to function. But in no circumstances, we will discriminate against you for exercising your rights.

To exercise your data protection rights described above, please send your request(s) to: [admin@matchmed.app](mailto:admin@matchmed.app), and provide sufficient detail for us to respond. Please note that we may request that you verify your identity. You can ask to appeal any denial of your request in the same manner through which may submit a request.

## 10. Service Providers

We may employ third party companies and individuals to facilitate our Service, provide Service on our behalf, perform Service-related services or assist us in analyzing how our Service is used. These third parties may have access to your personal information, only to perform these tasks on our behalf.

## 11. Third Party Sites and Content

Our Service may contain links to other sites that are not operated by us, or content owned and operated by third parties. If you click a third-party link or engage content owned and operated by third parties, you understand and agree that your access and use of such sites or content is governed by the privacy policies and terms and conditions of such third parties.

We have no control over and assume no responsibility for the content, privacy policies or practices of any third-party sites, content or services.

## 12. Eligibility

Our Services are not intended for individuals under the age of 18 (“Child” or “Children”). We do not knowingly collect personally identifiable information from Children. If you become aware that a Child has provided us with personal information, please contact us. Further, our Services are intended for potential employees and employers in the United States.

## 13. Changes to This Privacy Policy

We may update third Privacy Policy from time to time. We will notify you of any changes by posting the new Privacy Policy on this page and updating the effective date.

You are advised to review this Privacy Policy periodically for any changes. Changes to this Privacy Policy are effective when they are posted on this page.

## 14. Contact Us

If you have any questions about this Privacy Policy, please contact us by email: [admin@matchmed.app](mailto:admin@matchmed.app). Please note that we reserve the right to ask for information verifying your identity prior to disclosing any information to you or acting on your request.