

Privacy

This document is part of Golden Compass Recruiting's Terms of Service, and by using Golden CompassRecruiting.com (the "Website"), you agree to the terms of this Privacy Policy and the Terms of Service. Please read the Terms of Service in their entirety and refer to them for definitions and contacts.

Data Collected and How We Use It

Information you provide us

We collect the information you upload to the Website as part of your profile, as well as your performance statistics related to your use of the assessments section of the Website. Should you choose to delete your account, please contact us at contact@GoldenCompassRecruiting.com and we will follow up with your request as soon as possible.

Cookies

We use cookies to store session information for your convenience and to maintain the integrity of our assessments. You can delete these cookies at any time and still be able to use Golden Compass Recruiting, although if you do, you may interfere with the functionality of Golden Compass Recruiting.

Log Data

We collect anonymous data from every visitor of the Website to monitor traffic and fix bugs.

Anonymous data includes things like:

1. web requests
2. the data sent in response to such requests
3. the Internet Protocol address
4. the browser type
5. the browser language
6. timestamp for the request.

How We Use Your Data

If you engage a Golden Compass Recruiting assessment at the request of one of our clients, you should expect us to forward information related to your performance on our assessments to that employer for use in said client's personnel decisions.

If you engage a Golden Compass Recruiting assessment as an independent visitor, we do not collect any personally identifying information. Your data is used for research and development purposes, among other purposes.

Sharing of Data

We do not share personal information you have provided to us without your consent, unless:

1. doing so is appropriate to carry out a user's request;
2. we believe it is needed to enforce our Terms of Service or that it is legally required;
3. we believe it is needed to detect, prevent or address fraud, security or technical issues;
4. otherwise protect our property, legal rights, or that of others.

Golden Compass Recruiting is operated from United States of America. If you are visiting the Website from outside United States of America, you agree to any processing of any personal information you provide us according to this policy.

We don't share your personal information with third parties, unless you engage our assessments at the request of one or more of our clients.

If you engage our assessments as an independent visitor, only aggregated, anonymized data is periodically transmitted to external services to help us improve the Golden Compass Recruiting Website and service. We currently use Google Analytics (traffic analysis, SEO optimization), Mailchimp (mailing list management), Spinnakr (conversion optimization), and reserve the right to engage other services in future without notice.

We also use social buttons provided by services like Twitter, Google+, LinkedIn and Facebook. Your use of these third party services is entirely optional. We are not responsible for the privacy policies and/or practices of these third party services, and you are responsible for reading and understanding those third party services' privacy policies.

We employ and contract with people and other entities that perform certain tasks on our behalf and who are under our control (our "Agents"). We may need to share personal information with our Agents in order to provide products or services to you. Unless we tell you differently, our Agents do not have any right to use Personal Information or other information we share with them beyond what is necessary to assist us. You hereby consent to our sharing of Personal Information with our Agents.

We may choose to buy or sell assets. In these types of transactions, user information is typically one of the transferred business assets. If we, or substantially all of our assets, were acquired, or if we go out of business or enter bankruptcy, user information would be one of the assets that is transferred or acquired by a third party. You acknowledge that such transfers may occur, and that any acquirer of us or our assets may continue to use your personal information as set forth in this policy.

Changes to the Privacy Policy

We may amend this Privacy Policy from time to time. Use of information we collect now is subject to the Privacy Policy in effect at the time such information is used. If we make changes in the way we collect or use information, we will notify you by posting an announcement on the Website or sending you an email. A user is bound by any changes to the Privacy Policy when he or she uses the Services after such changes have been first posted.

Should you have any questions comments, or concerns, please write to contact@GoldenCompassRecruiting.com

Terms of Service

1. Acceptance of the Terms of Service

Welcome to Golden Compass Recruiting (a.k.a. "we" or "us" or the "Company"). We are excited to have you as a user and member of the community. The following terms and conditions (collectively, these "Terms of Service") apply to your use of [www.Golden Compass Recruiting.com](http://www.GoldenCompassRecruiting.com), including any content, functionality and services offered on or via Golden Compass Recruiting.com (the "Website"). The Terms of Service also include our Privacy Policy, which you can review here: <http://GoldenCompassRecruiting.com/privacy>

We want to keep our relationship with you as lean and informal as possible, but please read the Terms of Service carefully before you start using Golden Compass Recruiting, because by using the Website you accept and agree to be bound and abide by these Terms of Service.

Should you disagree with some of the provisions herein, you can either leave the Website (although we'll be sad to see you go!), or contact us at contact@GoldenCompassRecruiting.com.

2. Changes to the Terms of Service and the Website

Golden Compass Recruiting is a work in progress, meaning that a lot will change in the near future. We reserve the right to update the Website and these Terms of Service from time to time, at our discretion and without notice. Nevertheless, this document is public on Golden Compass Recruiting, and you will be able to view it whenever you wish. Your continued use of the Website following the publishing of updated Terms of Service means that you accept and agree to the changes.

3. Accessing the Website, Security and Privacy

We are working hard on improving Golden Compass Recruiting, but we can't guarantee that the Website will be up and running 24/7. We also reserve the right to suspend or restrict access to some features to users. In any case, we will not be liable if for any reason all or any part of the

Website is unavailable at any time or for any period, nor for any data loss (see also section 7 below).

To access certain features of the Website you have to register by entering your email and choosing a password as part of our security procedures. You must treat such information as confidential, not disclosing it to any third party and only using Golden Compass Recruiting in person. There is a password reset procedure in case you forget your password, but please notify us of any breach of security. We highly recommend you choose a strong password (e.g. "correcthorsebatterystaple") and you log out from your account at the end of every session.

It is a condition of your use of the Website that all the information you provide on the Website is correct, current and complete. In the future, you may be asked to provide certain registration details or other information. As is customary for Internet websites, we reserve the right to disable any user account, at any time in our sole discretion for any or no reason, including if, in our opinion, you have failed to comply with any provision of these Terms of Service.

We cannot guarantee that all use will be secure. We also do not guarantee that the Website or any content provided on the Website is error free. We manage your personal data according to our Privacy Policy, which you can review in detail here:

<http://GoldenCompassRecruiting.com/About Us/Privacy>

4. Intellectual Property Rights and Use Guidelines.

The Website and its entire content, features and functionality (including look!), are owned by Golden Compass Recruiting, LLC and are protected by United States of America and international copyright, trademark, patent, trade secret and other intellectual property or proprietary rights laws. You agree to not copy, modify, create derivative works of, publicly display, publicly perform, or republish any of our copyrighted material, except to the extent permitted by the Website itself. If you have doubts about whether or how to use material on the Website, please address your concerns to: contact@GoldenCompassRecruiting.com

For purposes of these Terms of Service, the term "Content" includes, without limitation: information, data, text, photographs, videos, audio clips, written posts and comments, software, scripts, graphics, and interactive features generated, provided, or otherwise made accessible on or through the Website. For the purposes of these Terms of Service, "Content" also includes all User Content (as defined below).

All Content added, created, uploaded, submitted, distributed, or posted to the Website by users (collectively "User Content"), whether publicly posted or privately transmitted, is the sole responsibility of the person who originated such User Content. You represent that all User Content provided by you is accurate, complete, up-to-date, and in compliance with all applicable laws, rules and regulations. You acknowledge that all Content, including User Content, accessed by you using the Website is at your own risk and you will be solely responsible for any damage or loss to you or any other party resulting therefrom. We do not guarantee that any Content you access on or through the Website is or will continue to be accurate.

Any feedback, reviews, comments, and suggestions or recommendations for modifications, improvements or changes to the Services or the Site that you may choose in your sole discretion to provide us from time to time ("Feedback") shall be solely owned by us (including all intellectual property rights therein and thereto). You hereby assign and agree to assign all right, title and interest in and to the Feedback to us.

The Website may contain Content specifically provided by us, our partners or our users and such Content is protected by copyrights, trademarks, service marks, patents, trade secrets or other proprietary rights and laws. You shall abide by and maintain all copyright notices, information, and restrictions contained in any Content accessed through the Website.

By submitting public User Content through the Website, you hereby do and shall grant us a worldwide, non-exclusive, perpetual, royalty-free, fully paid, sublicensable and transferable license to use, edit, modify, reproduce, distribute, prepare derivative works of, display, perform, and otherwise fully exploit the User Content in connection with the Website and our (and our successors' and assigns') businesses, including without limitation for promoting and redistributing part or all of the Website (and derivative works thereof) in any media formats and through any media channels (including, without limitation, third party websites and feeds). You also hereby do and shall grant each user of the Website a non-exclusive, perpetual license to access your User Content through the Website, and to use, edit, modify, reproduce, distribute, prepare derivative works of, display and perform such User Content. For clarity, the foregoing license grants to us and our users does not affect your other ownership or license rights in your User Content, including the right to grant additional licenses to your User Content, unless otherwise agreed in writing. You represent and warrant that you have all rights to grant such licenses to us without infringement or violation of any third party rights, including without limitation, any privacy rights, publicity rights, copyrights, trademarks, contract rights, or any other intellectual property or proprietary rights.

We do not guarantee that any Content will be made available on the Website. We reserve the right to, but do not have any obligation to, (i) remove, edit or modify any Content in our sole discretion, at any time, without notice to you and for any reason (including, but not limited to, upon receipt of claims or allegations from third parties or authorities relating to such Content or if we are concerned that you may have violated these Terms of Service), or for no reason at all and (ii) to remove or block any Content from the Website.

You are permitted to use the Website for your personal, non-commercial use provided that your activities are lawful and in accordance with these Terms of Service. Prohibited uses include violation of laws and regulations, hacking the Website in any manner, or violating the Content Standards set below. No right, title or interest in or to the Website or any content on the site is transferred to you, and all rights not expressly granted are reserved. Any use of the Website not expressly permitted by these Terms of Service is a breach of these Terms of Service and can lead to account termination.

5. User Contributions and Content Standards.

Golden Compass Recruiting contains user generated content, and also may contain (in the future) message boards, personal web pages, forums or other interactive features that allow you to upload, post, submit, publish, display or transmit to other Users Content on or through the Website. All User Content must be lawful, not spammy, and clear of virus or other malware. More specifically, but without limiting the foregoing, it must comply with the following Content Standards:

1. Not contain any material which is defamatory, obscene, indecent, abusive, offensive, harassing, violent, hateful, inflammatory or otherwise objectionable.
2. Not promote sexually explicit or pornographic material, violence, or discrimination based on race, sex, religion, nationality, disability, sexual orientation or age.
3. Not infringe any patent, trademark, trade secret, copyright or other intellectual property rights of any other person.
4. Not violate the legal rights (including the rights of publicity and privacy) of others or contain any material that could give rise to any civil or criminal liability under applicable laws or regulations or that otherwise may be in conflict with these Terms of Service.
5. Not be likely to deceive any person.
6. Not promote any illegal activity, or advocate, promote or assist any unlawful act.
7. Not cause annoyance, inconvenience or needless anxiety or be likely to upset, embarrass, alarm or annoy any other person.
8. Not be used to impersonate any person, or to misrepresent your identity or affiliation with any person or organization.
9. Not involve commercial activities or sales, such as contests, sweepstakes and other sales promotions, barter or advertising.
10. Not give the impression that they emanate from us or any other person or entity, if this is not the case.

We claim no intellectual property rights over the User Content. Your content remains yours. However, you agree to allow others to view, comment, edit and branch your content, and you grant us the right to use, copy, distribute and disclose to third parties the content for any purpose.

6. Law and Copyright Infringement

We do not undertake to review all material before it is posted on the Website, and cannot ensure prompt removal of objectionable material after it has been posted. Accordingly, we assume no liability for any action or inaction regarding transmissions, communications or content provided by any user or third party. In the unlikely event we receive a disclosure request from an authorized party, we reserve the right to disclose user identities when required to do so by the law, including in response to a law enforcement request supported by a valid court order. You waive and hold harmless the Company from any claims resulting from any action taken by the Company during or as a result of its investigations and from any actions taken as a consequence of investigations by either the Company or law enforcement authorities.

If you believe that any User Content violate your copyright, please follow the procedure set forth by article 512(c) of the DMCA and provide us a written takedown notice including the following information:

1. A physical or electronic signature of a person authorized to act on behalf of the owner of an exclusive right that is allegedly infringed.
2. Identification of the copyrighted work claimed to have been infringed, or, if multiple copyrighted works at a single online site are covered by a single notification, a representative list of such works at that site.
3. Identification of the material that is claimed to be infringing or to be the subject of infringing activity and that is to be removed or access to which is to be disabled, and information reasonably sufficient to permit us to locate the material.
4. Information reasonably sufficient for us to contact you, such as email, address, telephone number.
5. A statement that you have a good faith belief that use of the material in the manner complained of is not authorized by the copyright owner, its agent, or the law.
6. A statement that the information in the notification is accurate, and under penalty of perjury, that you are authorized to act on behalf of the owner of an exclusive right that is allegedly infringed.

The notice should be addressed to contact@GoldenCompassRecruiting.com, or via mail to Golden Compass Recruiting, LLC, 800 Fifth Avenue, Suite 4100, Seattle, WA 98104.

7. Disclaimer of Warranties, Limitations of Liability and Indemnification.

Your use of Golden Compass Recruiting is at your sole risk. The service is provided "as is" and "as available". We disclaim all warranties of any kind, express or implied, including, without limitation, the warranties of merchantability, fitness for a particular purpose and non-infringement. We are not liable for damages, direct or consequential, resulting from your use of the Website, and you agree to defend, indemnify and hold us harmless from any claims, losses, liability costs and expenses (including but not limited to attorney's fees) arising from your violation of any third-party's rights. You acknowledge that you have only a limited, non-exclusive, nontransferable license to use the Website. Because the Website is not error or bug free, you agree that you will use it carefully and avoid using it ways which might result in any loss of your or any third party's property or information.

8. Governing Law and Jurisdiction

These Terms of Service and any dispute or claim arising out of, or related to them, shall be governed by the laws of United States Of America, without regard to the conflict of laws principles thereof. The United Nations Convention on Contracts for the International Sale of Goods shall not apply to these Terms of Service. Any dispute, controversy or claim arising out of or relating to these Terms of Service or the Website, including the validity, invalidity, breach or termination thereof, other than a request by the Company for injunctive relief, shall be settled by arbitration under the US International Arbitration Centre Administered Arbitration Rules in force when the Notice of Arbitration is submitted in accordance with such Rules. THE PARTIES HEREBY ACKNOWLEDGE, UNDERSTAND, AND AGREE THAT, BY AGREEING TO SUBMIT SUCH DISPUTES AND/OR CLAIMS TO ARBITRATION, EACH PARTY

WAIVES THE RIGHT TO HAVE THE DISPUTE(S) OR CLAIM(S) HEARD IN A COURT OF LAW BY A JUDGE OR JURY. However, nothing herein shall in any way limit either party's statutory rights and/or remedies, all of which are reserved and may be alleged in the arbitration process. The number of arbitrators shall be one. The arbitration proceedings shall be conducted in English.

10. Waiver and Severability

Our failure to exercise or enforce any right or provision of the Terms of Service shall not constitute a waiver of such right or provision. The Terms of Service constitutes the entire agreement between you and Golden Compass Recruiting and govern your use of the service, superseding any prior agreements (including, but not limited to, any prior versions of the Terms of Service). If any provision of these Terms of Service is held by a court of competent jurisdiction to be invalid, illegal or unenforceable for any reason, such provision shall be eliminated or limited to the minimum extent such that the remaining provisions of the Terms of Service will continue in full force and effect.

11. Feedback

We welcome any comment, question and communication at contact@GoldenCompassRecruiting.com