

# Privacy Policy

Your privacy is important to us. This Privacy Policy (“Policy”) explains how information is collected, used and disclosed by USAFARMLABOR, Inc. (“we” or “us”) on its website (“Site”). Access to the Site is offered to you conditioned on your acceptance without modification of the terms, conditions and notices contained herein (collectively, the “Policy”). In addition, particular features, applications and activities offered as part of the Site may also be subject to additional privacy terms specified in connection with such features, applications and activities, all of which are incorporated herein by reference.

**BY ACCESSING OR USING THE SITE, YOU AGREE TO THIS PRIVACY POLICY. IF YOU DO NOT AGREE TO THIS PRIVACY POLICY, DO NOT USE THE SITE.**

## Collecting of Information

You may provide and we will collect information you provide directly to us, request information from us, sign up for or post information, make a purchase, participate in a survey or promotion or otherwise interact with us. In addition, we automatically collect information when you access the Site, including log information, device information and information collected by cookies and other tracking technologies.

We may also obtain information from other sources and combine that with the information we collect through our Site. By using the Site, you are granting permission for us to gather, parse, and retain data related to the provision of the Site.

The government in the form of the DOL and the USCIS requires us to keep records of each seasons paperwork (e.g. applications, certifications, attestations, reports, recruitment efforts etc.) for at least three years. However you may opt out of future contacts from us and our agents at any time. If you do not wish to continue utilizing the H-2A program, let us know via e-mail or phone and we will remove your contact information from our database.

You may also contact us and do the following at any time:

- Find out what information we have about you.
- Change / correct any information we have about you.
- Find out what information may be deleted.
- Express any concerns about information security.
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## Registration on Database

In order to use this website, a user must first register. Registration requires certain information (such as the user’s name, email and contact information). This information is used to contact you about the services our site provides and to give you access and updates on your progress through the program and database.

## Use of Information

We may use the information we collect from you and about you for any of the following purposes:

We will use aggregated data, without any personally identifiable information (“Personal Information”) to:

- To operate and improve the Site and our services;
- To research and develop or services;
- To monitor and analyze usage, activities and trends in connection with the Site

Information containing Personal Information will only be used by us:

- To provide information to governmental entities, vendors, clients and workers who are permitted to use our Site to provide our services.
- We conduct surveys, test features in development, and analyze the information we have to evaluate and improve services, develop new features, and conduct audits and troubleshooting activities.
- To provide the services and information you request, process transactions and send you related information, including confirmations and receipts relating to our Site.
- We use your information to send you marketing communications, communicate with you about our services and let you know about our policies and terms. We also use your information to respond to you when you contact us.
- We use the information we have to help verify accounts and activity, and to promote safety and security on and off of our services, such as by investigating suspicious activity or violations of our terms or policies.

### **Sharing of Information**

We do not sell, rent, license, trade, or otherwise disclose your Personal Information to unaffiliated third parties unless we have your permission, or as stated below.

We will not share your Personal Information with third parties other than as follows:

- With third party vendors, consultants, and other service providers who are working with us and need access to your information to carry out their work for us;
- To provide information to governmental entities, vendors, clients and workers who are permitted to use our Site and otherwise as required to provide our services.
- To comply with a request for information if we believe disclosure is in accordance with any applicable law, regulation or legal process, or as otherwise required by any applicable law, rule or regulation;
- In connection with, or during negotiations of, any merger, sale of company assets, financing, or acquisition of all or a portion of our business to another company;
- If we believe your actions are inconsistent with our user agreements or policies, or to protect and defend our rights, property, and safety of us or others;
- When you use third-party apps, websites, or other services that use, are linked or are integrated with, our services they may receive information about what you post or share;
- The Site may have links to third-party applications or websites, which may have privacy policies different from our own. We do not endorse, screen, or approve the privacy practices or content of such sites or applications and are not responsible for the practices or content of such sites or applications. We advise our users to read the privacy policies of each and every website and application that they interact with.
- If we send you an email advertisement, it will include instructions on how to opt-out of receiving such emails in the future. If you are a customer and elect to opt-out of receiving email advertisements, you may still receive emails about your relationship with us.

### **How to correct inaccuracies or make updates to your information**

It is crucial that your information be correct and up-to-date at all times, since that information will be needed in order to acquire your Temporary Labor Certification. If you discover an inaccuracy, or if your information changes (e.g. you move to a new address), you may amend your profile on the database. You may also contact us. We will make the necessary changes right away.

### **Use of Cookies**

Like many sites, we may use “cookies,” which are files stored on your computer’s hard drive that help us identify account holders and optimize their site experience. Most browsers accept cookies automatically

but allow you to disable them. We recommend that you leave cookies enabled so our site can offer you a better user experience. We will not drop cookies or other tracking devices that are persistent and/or cannot be erased on an end user's hard drive.

### **Security**

When you place an order or access your Personal Information, we offer the use of a server and will protect Personal Information by using reasonable security safeguards. While we make every effort to ensure the security of our network and systems, we cannot guarantee our security measures, and we do not accept liability for unintentional disclosure.

### **Children's Information**

This Site is not intended for children under 13 years of age. We do not knowingly collect Personal Information from children under 13. No one under age 13 should provide information on our Site. If you are under 13, do not use, provide information, make purchases, use any of the interactive or public features of the Site, or provide any information about yourself to us, including your name, address, telephone number, email address, or any screen name or user name you may have.

### **Your California Privacy Rights**

California law permits residents of California to request certain details about how their information is shared with third parties for direct marketing purposes. If you are a California resident and wish to request this information, please contact us in writing. Please use the Site [\*\*feedback form\*\*](#) to contact us.

### **Contact Us**

If you have questions about this Policy, please contact us. Please use the Site [\*\*feedback form\*\*](#) to contact us.

### **International Privacy Laws.**

Our services and products are only intended for use in the United States. If you are using our services from outside the United States, please be aware that you are sending information (including personal data) to the United States where our servers are located. We will hold and process your personal data in accordance with privacy laws in the United States and this Privacy Policy.

### **Accessing Your Own Personal Information and Retention.**

You may obtain information about the Personal Information held about you by us. You may access, review, update, or correct the Personal Information at any time. We will make good-faith efforts to provide you with access to your Personal Information as requested. Personal Information will be retained for a period of time after you terminate your account and/or cease using our services, and may be archived from time to time, where retention is necessary or required for our legitimate business purposes or required by applicable law. Otherwise, we will retain your Personal Information for the period necessary or required to provide our services and to fulfill the purposes outlined in this Privacy Policy, unless a longer retention period is required or permitted by law.

### **Changes to Policy**

We may change this Policy from time to time. If we make changes, we will update the date at the top of the Policy. Please check the Policy from time to time so you stay informed about our information practices and how you can protect your privacy.

Last Updated: 2/8/2017