
PRIVACY POLICY – CANDIDATE COLLECTIVE

Effective Date: November 15, 2024

Last Updated: [Dec 13, 2025]

We at Candidate Collective Inc. (“Candidate Collective”, “we,” “us,” or “our”) created this privacy policy (“Privacy Policy”) because we know that you care about how the information you provide is used and shared and to be transparent about our data privacy and security practices. This Privacy Policy describes how we collect, use, protect and disclose your Personal Information in connection with your use of our websites, including, without limitation, <https://www.candidatecollective.com/>, along with the features, functionalities, applications, browser extensions and other services available through our website or via subscription, (collectively, our “Website”), your use of our products and services (collectively, our “Services”), and Personal Information we obtain from any third party site connected to our Websites or Services including, without limitation, LinkedIn and Google (collectively, “Third Party Sites”). We collectively refer to our Websites, Services, and Third-Party Sites as our “Platform.”

This Privacy Policy only applies to our practices—it does not apply to the practices of third parties, including some users on our websites and applications.

By continuing to use our Services and Platform, you acknowledge that you accept our Terms and Conditions and have read and understand this Privacy Policy. When you visit our Website, provide us with information by means of using our Platform, or participate in our Services, you consent to our collection, use, and disclosure of your Personal Information as described in this Privacy Policy. Please read this Privacy Policy carefully. If you do not want us to collect, use or disclose your Personal Information in the ways described in this Policy, please do not use our Platform, provide us with your Personal Information or authorize a third party to make your Personal Information available to us.

1. Information We Collect

Personal Information

We do not collect any Personal Information from you unless you voluntarily provide it to us. When you sign up to become a user of the Website or participate in our Services (a “User”), you will be asked to provide us with certain Personal Information, such as:

1. **Identifiers and Contact Information:** name, email address, telephone number, postal address, physical address, social security number, date of birth, online identifier, IP address and other similar information;
2. **Demographic Information:** age, national origin, and other similar information;
3. **Internet and other similar Network Activity Information:** such as your browsing history, search history, interactions with the online portions of our Platform and online advertisements, and other similar information.

4. Information from Third Party Services (including Google):

- If you register or visit the Site through Facebook Connect or another social media website, you are authorizing Candidate Collective to collect, store, and use, in accordance with this Privacy Policy, any and all information that you agreed that the social media website would provide to Candidate Collective through its Application Programming Interface (“API”). We do not receive or store your passwords for your social media accounts.
- **Specific Google User Data Accessed:** If you sign in through Google and consent to the requested permissions, you are authorizing Candidate Collective to collect, store, and use specific data obtained through Google’s API. Such information includes your Google profile information (first name, last name, email address, profile picture, and location).
- Furthermore, to provide specific features of our Service, we request access to your **Google Contacts**. If granted, we access only the following fields from your contact list: **First Name, Last Name, and Email Address**.

5. **Education and Skills:** academic performance, education history, degrees, languages, training history, resume.

6. **Professional or Employment-Related Information:** including current or past job history, professional experience, employment information, affiliations, union membership, professional certifications and other similar information;

7. **Online Identifiers:** such as your username, social media handles and other similar information;

8. **Communication Information:** such as information contained in voicemails, chats, emails and other similar information;

9. **Location Information:** such as where you live, where you are located and other similar information; and

10. Other information you provide us or authorize us to collect about you.

We do not collect any Personal Information from Users under the age of 13. If you are a User under the age of 13, please do not send any Personal Information to us. If we learn we have collected Personal Information from a User under the age of 13, we will delete that information as quickly as possible. If you believe that a User under the age of 13 may have provided us Personal Information in violation of this Privacy Policy, please contact us at comms@candidatecollective.com.

Usage Information

Like most websites, we use automatic data collection technology when you visit the Site to record information that identifies your computer, to track your use of our Site, and to collect certain basic information about you and your surfing habits (the “Usage Information”). We collect this Usage Information by using cookies and pixel tags. We do not collect Personal Information in this way, but if you’ve provided us with Personal Information, we may associate that information with the information that is collected automatically.

2. How we Collect Your Information

A large portion of the Personal Information we, or third parties acting on our behalf, collect is collected directly from you. In some cases, we may collect Personal Information from third parties in the ways described in this Policy.

Directly From You

When you engage with us in connection with our Platform, such as requesting information, creating an account, communicating with us or otherwise interacting with us, we may ask you to provide certain Personal Information.

From Third Parties

We, or third parties acting on our behalf, may collect Personal Information about you from third parties, including, without limitation, online and offline sources, entities and individuals affiliated with us, our service providers, social media platforms, advertising networks, and other public or commercial sources (collectively, "Third Party Sources").

The collection of Personal Information from these Third Party Sources can occur in a variety of ways, including, without limitation:

- a) When you access, use, or interact with our Platform through Third Party Sites;
- b) When you use single sign-on tools (such as Google Sign-In). When you use these features, we gather the data necessary to create an account on our Platform from the applicable Third Party Single Sign On Provider.

3. How We Use Your Information (General)

We may use your Personal Information and Usage Information in a manner that is consistent with this Privacy Policy and the context of our relationship with you for purposes including:

- a) To identify you when you sign in to your account and validating your identity;
- b) To respond to your requests and to provide you with the Services;
- c) Carrying out our obligations and enforcing our rights arising from any contracts we have entered into;
- d) Sending you emails to provide you with alerts and updates about your engagement with our Platform;
- e) To enhance and improve the Site or the Service, such as through personalized features and content;
- f) To analyze the use of the Site and the Service to improve our content;

g) To investigate, prevent, or take action regarding illegal activities, suspected fraud, or situations involving potential threats to physical safety.

4. Specific Use of Google User Data

Notwithstanding the general uses outlined above, we use the specific Google User Data accessed via restricted scopes for the following limited purposes:

- **Connection Recommendations:** We process the required fields from your Google Contacts list (names and email addresses only) to cross-reference them against our existing user database. This allows us to identify which individuals in your professional network are currently active on our platform.
- **Automated Suggestions:** Based on this analysis, we provide you with automated recommendations to help you connect with people you already know who are using Candidate Collective.

We do not use your Google user data for advertising purposes.

5. Disclosure of Personal Information to Third Parties

We do not disclose your Personal Information to third parties for their direct marketing purposes. To operate our Platform and provide our Services, we may share certain Personal Information with third parties under the following circumstances:

- **With your consent:** We share your Personal Information with third parties when you have directed us to do so.
- **With our Service Providers:** We may share your general Personal Information with Service Providers to provide services to us (e.g., order fulfillment, marketing, data hosting).
- **For mergers and acquisitions:** If we are acquired, Personal Information would likely be transferred along with other business assets.
- **For legal reasons:** We may disclose Personal Information when compelled by government authorities or required by law.

Crucial Limitation Regarding Google User Data:

Notwithstanding the above, Google User Data accessed via restricted or sensitive scopes (specifically your Google Contact list data) is not shared with, sold to, or traded with any third parties, advertisers, or external organizations for any purpose, other than for necessary storage on our secure cloud infrastructure as defined in Section 6 below.

6. Data Storage and Protection

We take commercially reasonable steps to protect Personal Information from loss, misuse, and unauthorized access, disclosure, alteration, or destruction. Please understand, however, that no security system is impenetrable.

Google Cloud Storage:

All user data, including data accessed via Google APIs, is securely stored on the Google Cloud Platform (GCP). We utilize the robust security infrastructure provided by Google Cloud, including encryption at rest and in transit, to prevent unauthorized access, disclosure, or alteration of your personal information.

7. Data Retention and Deletion

We only keep your data for as long as it is necessary to provide our services to you.

Retention Policy:

- **Active Accounts:** We retain your personal data while your account is active.
- **Inactive Accounts:** If you stop using our platform, your data is retained for a maximum of **3 months** following your last successful login. After this period, if no login occurs, your data is scheduled for deletion.

Your Deletion Rights:

You have full control over your data. You may request deletion of your Personal Information by emailing us at basim@candidatecollective.com.

Alternatively, you may delete your data and account directly through the Platform:

1. Log in to your account at candidatecollective.com.
2. Navigate to your **User Profile**.
3. Select the Delete Account option.

Upon confirmation, all your personal data, including synced contacts and profile information, will be permanently removed from our systems.

8. Google API Services User Data Policy (Limited Use Disclosure)

Candidate Collective's use and transfer to any other app of information received from Google APIs will adhere to the [Google API Services User Data Policy](#), including the Limited Use requirements.

9. Links

The Website may contain content, services, advertising and other materials that link to websites operated by third parties. We have no control over those other sites, and this Privacy Policy does not apply to them.

10. Shine the Light Law

If you are a California resident, under California's Shine the Light Law you have the right to request information regarding our disclosure of your Personal Information to third parties for

direct marketing purposes. If you are a California resident and you wish to opt out, please send an e-mail to basim@candidatecollective.com.

11. Do Not Track

We do not monitor, recognize, or honor any opt-out or do not track mechanisms, including general web browser "Do Not Track" settings and/or signals.

12. Important Notice to Users Outside the U.S.

The Site and the Services are operated in the United States. If you are located outside of the United States, any information you provide to us will be transferred to the United States. By providing us with any information through the Site or the Services, you consent to this transfer.

13. Changes to This Privacy Policy

Because the methods used to protect your Personal Information and the Services we provide are continually evolving, this Policy may change at any time. If changes are made to this Policy, we will make it known on our Platform or by email and will indicate the last date it was updated above. Please check back periodically to see if our Policy has been updated.

14. How to Contact Us

If you have questions about this Privacy Policy, please e-mail us at basim@candidatecollective.com.