

Policy Updated on: June 3rd, 2023.

Privacy Policy

1. Introduction

The Privacy Policy describes how Aalam Investments LLC (Known as Company) protects the information of its customers. Information is collected during marketing activities, and/or personal interaction, and/or via electronic medium (collectively called 'services'). This privacy policy covers collection, usage, sharing of information and data provided by customers while using services.

2. Definitions

Personal data ("Personal Data") refers to any information that relates to an identified or identifiable individual.

Non-personal data ("Non-Personal Data") refers to any information that does not identify you as a specific individual.

Where this Privacy Policy refers to "information" or "your information" this may include both Personal and Non-Personal Data.

Please note that at all times Company will adhere to the applicable statutory definition in determining what is and is not Personal Data for the purposes of this Privacy Policy.

3. Users

Anyone shares information with the Company

4. Scope

This Privacy Policy covers only data that Company collects through services. This policy does not cover any other data collection or processing, including, without limitation, any third-party operators of web pages to which the sites link, and any information that we collect offline or through any websites, products, or services that do not display a direct link to this Privacy Policy.

5. Changes to the Privacy Policy

Company shall amend this policy any time, without notice, shall become effective immediately. Effective date shall be posted along with the policy in effect. By continuing to use services, and/or providing information to Company in any means, the user accepts the amended policy in effect at that time.

6. Information Collected

Company collects various types of information during the course of your usage of services, to offer such services to you. This section details such information and/or data provided by as much as possible, but they are not limited only to the list here.

6.1 Information You Provide

We collect and store Personal and Non-Personal data from you when you create an account, use the services through the account, subscribe for paid services, charging for paid services, payment information like credit cards, bank accounts and/or any other payment means available to charge for the services subscribed by you , post your career information, upload resume, participate in a survey, information provided over phone, email and/or other means of information collection to provide services through the account created by you.

The information collected includes both Personal and Non-Personal data. Examples, but not limited to, name, home addresses, office addresses, phone numbers, email addresses, location coordinates, social media information, work history, salary history, employer identifier (EIN), job descriptions, availability, work authorization, Employment type, education, and remunerations. Company may collect information, required and/or assist to provide services effectively and efficiently, or otherwise provide services. Company may introduce new services any time, with and/or without notifying the users. All, and/or any information you provide shall be used to carry out services offered by Company, including alerts, notifications, marketing emails, solicited and/or unsolicited.

All information/data provided by you or collected by Company, with and/or without your explicit knowledge, including but not limited to, search, search history, browsing, browsing history, jobs applied and employers preferred, may be used for analytical and marketing purposes. Also it may be provided for other users of the services, who would require such information to offer the service to you, like but not limited to, an employer , staffing agency interested in hiring you, third party sites, other sites owned and/or subsidiaries of Company which promote your profile, job posting and/or otherwise supplement services offered by Company. Company will never sell personal data to third parties, which are not directly/indirectly involved in providing services on behalf of Company.

Company, its affiliates, successors and/or third parties associated with Company in providing Services to you may use information you provide, and is transferrable without notice to you.

We may also collect information, including but not limited to, listed above when you login using third party services like, but not limited to, LinkedIn and/or Google. Usage of LinkedIn and/or Google is solely governed by policies of such third parties. Company neither directly, nor indirectly connected with such policies of third parties.

6.2 Your necessity to provide information

Company collects information from you to provide services you seek from Company. Information collected is within legal limits offered by various jurisdictions. You understand and agree that, creating an account, usage of services with or without an account with Company, establishes an agreement that you agree to terms and conditions as outlined in this and/or other policies, individually and/or collectively, published by Company. Such policies shall be amended and/or updated at any time. Your continued usage of services is agreement of such policies in effect at the time of your use of services.

6.3 Your Consent

You provide consent to any and all information provided by you, directly or indirectly, by explicitly or by using the services, to be used by Company to provide its service.

6.4 Your Information in Public

Company will not post or share your personal information in public, except where it is necessary to offer you services by third parties like insurance carriers and lenders. By using Company and/or one more service by Company, you explicitly agree with risks associated with this, and assume full responsibility for any consequences. You indemnify Company from any harm and/or consequences this may cause you or your organization.

6.5 Retention of your information

6.5.1 Within Company

Company may collect information from you, including but limited to, personal, non-personal, professional and/or other information. Company may retain your information, without any expiration associated with it, at sole discretion of Company. Your information shall be used by Company and/or its affiliates and/or third parties to provide you solicited and unsolicited services. If you do not wish Company to have your information or if you want to completely delete your information from Company, contact Company through the communication channels or contacts posted on Company website.

6.5.2 Outside Company

Depending on the services used, your information shall be shared with parties, which Company believes assisting with Services. Company may also post such information in public, where Company believes facilitates Services you have requested. Such third parties and/or individuals may retain your information, including but limited to, contact information, personal, non-personal, professional information. Such parties may also offer solicited and/or unsolicited communication, offer, rewards and/or such things which you may not be interested in. You agree and acknowledge that it is beyond the control the Company, and hence it is the sole responsibility of you to deal with such matters, with such parties not controlled by Company, and you will hold Company harmless on any such legal and/or monetary and/or other liabilities arise out of retention and/or use of your information by such parties.

6.6 Your California Privacy Rights

By exercising the rights afforded in this section of Privacy Policy, you are declaring that you are a California resident.

7. Solicitation

Company may send emails, texts, mails and other marketing materials related and/or unrelated to the services offered by Company, using the information you share with Company, during and/or after registration, and while using the services offered by Company. You may incur additional expenses related to receiving such information via emails, texts, mails and other type of communication medium, please ensure you discuss and understand such costs from your service providers, before

you choose to receive such communication from Company. You may also receive unsolicited promotional, marketing and/or such emails from third parties. Company may use third party service providers to send such communication to you. You may also unsubscribe from unsolicited emails using options provided in such emails received, and/or contacting the customer support.

8. Prevention of Fraudulent Activities

Company may also use information collected pursuant to this Privacy Policy to help diagnose problems with the Sites and our products and services, to prevent potentially fraudulent or illegal activities, and to protect individuals from other activities that may be detrimental to you or others. Company may investigate and disclose information from or about you or your use of Company if we have a good faith belief that such investigation or disclosure (a) is reasonably necessary to comply with legal process (including subpoenas, search warrants, court orders) and law enforcement instructions and orders; (b) is helpful to prevent, investigate, or identify possible wrongdoing in connection with the use of the Sites; or (c) may protect our rights, reputation, property, safety, or that of the public; or (d) as necessary to meet national security requirements.

We may use a variety of methods to detect and address anomalous activity and screen content to prevent abuse such as spam or fraud. However, such detection methods are not perfect and false positives may occur. These efforts may, on occasion, result in a temporary or permanent suspension or termination of some functions for some users.

9. Information shared with Service Providers

We may use third parties to perform services in connection with our operations, to improve our services, products, and features, to protect our users and better understand their needs, and to optimize the services and the users' experiences. These service providers may have access to your data in the course of providing these services, which may involve transfers of such personal and non-personal information. We may also use third-party cloud service providers that provide hosting, data storage and other services pursuant to standard terms and conditions that may be non-negotiable. These service providers have informed us or the general public that they apply security measures they consider adequate for the protection of information within their system, or they have a general reputation for applying such measures. However, we will not be liable (to the fullest extent permitted by law) for any damages that may result from the misuse of any information, including personal information by these companies.

10. Personal data, Your Right to object

You may have an objection to the usage of your personal and non-personal information by Company. If you do not wish your information to be used for services offered by Company, you may close your account with Company. Alternatively, you may discuss your situation with Company. You may also contact Company to delete your personal information permanently, Company will honor such requests within 90 days.

11. Contacting Company

You may contact Aalam Investments LLC at aalamllc@gmail.com.

12. Complaints

If you have any complaints, you may reach Company at aalamllc@gmail.com

13. Non-Discrimination for Exercising Your Privacy Rights

We will not discriminate against you for exercising any of your rights under the CCPA.