

## Privacy Statement of Jobup AG

Effective April 2010

Jobup AG (hereinafter called "Service Provider") collects information only to the extent necessary and treats them with care.

The Service Provider complies with the regulation of the data protection act. However, it cannot fully guarantee confidentiality, integrity, authenticity, and availability of personal data. The user acknowledges and agrees that personal information may be retrievable in countries lacking such legal codes which would warrant proper protection of data.

If a user accesses personal information (even if the user accesses that information from a foreign country) and if the user revises it, then this user is responsible for complying with the data protection regulations. Saving data on data media storage devices must be handled restrictively. Any printouts must be handled confidentially, any unneeded personal information must be deleted promptly, etc.

The job seekers are herewith notified that all users registered as potential employers have access to the profiles uploaded and the information provided by the potential employees.

Users or advertising agents agree that their ads and profiles provided are not freely available to third parties. Customers or advertising agents prohibit specifically the transfer of ads and profiles to other online services by third parties and they assign to the Service Provider the right to prosecute any utilization of the ads and profiles whatsoever.

### Use of Personal Information

The collected personal information is generally used solely for the services known to the customer. If the data are used in any other way, for example to inform the customer of additional products and services, then the customer is allowed to opt out of any utilization of the customer's data for any service other than the original desired service. No personal information is forwarded to third parties.

### Tracking Data

In order to improve its services, the Service Provider collects so-called tracking data which provide information about the surfing behavior of the users. Such tracking data cannot be used to draw any inferences concerning individual users. Therefore, this data cannot be used to point to any individual persons directly.

The Service Provider uses the following tracking systems:

- Google analytics, a web analysis service of Google Inc. ("Google")
- Net-Matrix, a web analysis service of the advertising tools research firm WEMF Schweiz AG
- Oasis AdServer, an open source ad management solution

These tracking systems use so-called "cookies," text data that are stored on your computer and that allows analyzing the use of the website. The information about the use of the job platformes (including IP addresses of the user) generated through cookies is transferred to central servers and stored. There, the information is sorted to evaluate your use of the job platformes, to compile reports of website activities of the job platformes, and to provide additional services in connection with the website use and internet use. This information may be forwarded to third parties, provided it is mandated by law or to the extent that third parties are commissioned to process these data. Under no circumstances is your IP address associated with other data. You may prevent the installation of cookies by using the function "disable cookies" on your browser software. However, we inform you that in this case you may not be able to use all functions of the job platformes. By accepting the General Terms and Conditions of the job platformes, you agree with processing the data collected from you in the aforementioned way and for the aforementioned purpose.

The Service Provider reserves the right to utilize other tracking systems than the ones described in the previous section "Tracking Data" for the aforementioned purpose.

### The Right to Information, Correction, and Deletion of Personal Information

Each customer is entitled to receive information about which of the customer's data was processed. Each customer may demand to have his or her personal information corrected and deleted.

E-mail: [info@jobupag.ch](mailto:info@jobupag.ch)

### Protection of Personal Information

The personal information shall be protected by appropriate technical and organizational measures from unauthorized processing.

### Misuse of Services

In case, services are misused; in particular, if there is the suspicion of a criminal act, then the information may be evaluated to clarify the subject matter and they may be forwarded to the proper authorities or the third party affected by the misuse upon a reasonably justified request.

Contact address:

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