

Privacy Policy

Your privacy is very important for ITD. ITD therefore respects and honors the privacy of all users of its website, whether they are registered users or just visiting. ITD will only process and use information about you in a secure manner and only for the purposes as described in this Privacy Policy. In processing your personal data ITD will act in full accordance with all applicable laws and regulations.

That's why we created this Privacy Policy. This Privacy Policy was last updated on 1st December 2011 and can be downloaded at: http://static.huzz.com/files/Privacy_Policy.pdf.

This document gives a description of how ITD collects and processes your personal data. By using the website(s) of ITD, you consent to the processing of your personal data in the manner as described in this Privacy Policy. We therefore recommend that you read this Privacy Policy carefully. The words in this Privacy Policy written with a capital letter are defined in the ITD Terms of Use, which can be downloaded at: http://static.huzz.com/files/Terms_of_Use.pdf.

1. ITD

IT-Development BV (ITD) is a limited liability company IT-Development BV with capital of € 90,000 having its registered office at Spieringdam 1, 2492ND The Hague, Netherlands, and listed at the Chamber of Commerce under number 27296994 - Haaglanden.

The service provided by ITD through the website can be described as a business networking platform for professionals, in particular a recruiting website for applicants, recruiters and experts. For applicants, the Service means to create access in a convenient and simple manner to manage your resume and professional identity. It is further meant to enable the applicant to promote itself, its profile, its experience and skills. Furthermore, the Service gives recruiters the opportunity to search for available candidates. For experts, ITD provides an increased visibility of name and reputation.

2. The information collected and processed by ITD

Account

To make use of the Service, you must create an Account. When you create an Account, you are asked to fill out certain information about yourself, such as your name, e-mail address, nationality, date of birth, gender, occupation and password. All provided information shall constitute your Account and will be processed together with your IP-address (the unique number of your computer making it possible to recognize it).

If you add further information to your profile about yourself or your private contacts, this information, in combination with your personal details, will form the basis of your profile that will be shown on the Website. Your digital profile can be viewed by others. Further development and alteration of your profile, including your ranking, is based on your use of the Service or by submitting any (other) information via the Service.

You can always modify your Account (settings) and profile within the Service. For instance, you can change your privacy settings, which includes settings on (i) who can contact you; (ii) who can add you as a connection; (iii) who can view your connection list; (iv) who can view your profile; and (v) who can see your notes. Also you can change how often you get noticed on updates or receive other notifications. Please see section 9 of this Privacy Policy for the procedure.

Automatically Generated Information

ITD collects Automatically Generated Information about your surfing behavior during your use of the Website. This information consists for instance of your IP-address (the unique number of your computer making it possible to recognize it), the browser type you use (computer program for viewing internet pages), cookies (see next section), resolution of the screen, operating system, last visits, times of visits, URLs of websites from which you arrive or leave the Website, in order to recognize you, to customize your experience, to maintain and improve the Service and to serve advertisements.

Consent to ITD Processing Information about You

Certain information that you may provide to ITD, or allow others to identify, may reveal your nationality, ethnic origin, religion or other aspects of your private life and more generally about you. By providing information to ITD for the purposes of opening or altering your Account, you are expressly and voluntarily accepting the terms and conditions of this Privacy Policy and the Terms of Use. The provision of such information, including all information deemed to be “sensitive” by applicable law, is entirely voluntary on your part. You have the right to withdraw your consent at any time, in accordance with this Privacy Policy and the Terms of Use, but please note that your withdrawal of consent will not be retroactive.

3. Cookies

Like most websites, ITD uses cookies and web log files to track site usage. A cookie is a tiny data file that resides on your computer which allows the Service to recognize you as a User when you return to the Website using the same computer and browser. Cookies cannot damage your computer or the files stored on your computer.

Information is saved in the cookies (such as the settings of your computer and certain preferences) in order to make the process of your next visit to the Website faster and your use of the Website easier. The information in cookies does not include personal data, apart from your IP-address. You can adjust your browser so that you don't receive any cookies during your next visit of the Website. However, in that case you may not be able to use all parts or possibilities of the Website or you may not have access to (parts of) the Website. In order to know more about these functions you can consult the Help function of your browser.

If you do want to make use of cookies and you are using a public computer, please make sure that you log out after your session. Also keep your Password strictly confidential in order to avoid others using your Account without your consent.

4. Purposes for which ITD will process personal data

Purposes

ITD will process your personal data for the following purposes:

- Administer your account with us;
- Facilitating interaction and communication and to share information between you and (other Users of) the Service, or to provide (usually at your option) your personal details to third parties offering combined services within the Service and/or Website;
- To send you service or promotional communications;
- Inform you about relevant information and developments within the Service;
- To analyze data within the Service with the purpose of improving and/or customizing the Website and our services to you and the other users of the Service;
- To rank your profile in the list of Users;
- To provide you with means to control whether or not your contact information is shared with (an)other User(s).

Use by ITD

ITD aims to keep you informed of any changes to its services or the Website. ITD will also keep you informed of any actions or events organized by it. ITD will therefore use your personal data to send you notices and emails regarding these aspects. If you do not want to receive such notices and/or emails, you can unsubscribe by changing your settings in Account & Settings. In addition, each individual message includes the possibility to unsubscribe. Your personal data will also be used to make communication possible between you and other users of the Service and the Website. Please be aware that you will always receive certain emails from ITD related to the proper functioning of your Account, such as email notices when another User in your network sends you an opportunity.

On the Website you can filter certain information in order to personalize the information you receive. You can for instance filter the (frequency of) information you receive from notifications, by e-mail and/or sms, when you receive updates and who can see your profile or who can contact you. When using filtering options, ITD uses the information provided by you. Also, based on your Account, relevant information provided by other Users will be provided to you. This works the other way around as well: based on the Account of other Users, the information you provide, can be made available to them.

ITD uses Automatically Generated Information for statistical purposes as well as for protection of the Website. These details can be provided to third parties insofar as they cannot be traced back to you personally, therefore it does not include personal data.

5. Use by third parties

ITD will provide your personal data to third parties for direct marketing purposes (for instance for sending advertisements) if you have issued consent through your account settings. ITD can, without

your consent, further provide your details to third parties insofar as this is necessary for providing services to you, to carry out your instructions, to provide specific services or information, or insofar as these details cannot be traced back to you personally.

In the event that (parts of) the ITD company are transferred to a third party, in the event that ITD merges with a third party, or in the event of a reorganization, your personal data may also be disclosed and/or transferred. ITD will inform you in the event this happens. Any third party to which we transfer or sell ITD's assets will have the right to continue to use the personal and other information that you provide to us.

If you make personal data about yourself public via the Service, you should take into account that these data can be read and used by others. The data might also be placed on other websites by third parties. Please take care when providing personal data via the Service. If you make data available via the Website or the Service, your Username will be mentioned. Users may opt-out of this feature by editing their account and settings. However, ITD does not warrant how often third party search engines will update their cache.

ITD may provide aggregated anonymous data about the usage of the Service to third parties for such purposes as we deem, in our sole discretion, to be appropriate, including to prospective advertisers on the Website.

ITD can provide your personal data to third parties if it is legally obliged to do so, such as responses to civil or criminal subpoenas, other requests by law enforcement personnel. ITD will disclose such information wherein it has a good-faith belief that it is necessary to comply with a court order, ongoing judicial proceedings, subpoena, or other legal process or request to ITD brought in any country throughout the world, or to exercise our legal rights or defend against legal claims.

6. Transfer to countries outside the EU

Insofar as personal data are transferred to third parties in accordance with this Privacy Policy and these third parties are established outside the European Union, please note that privacy protection regulations might not provide the same protection as in the European Union. By using the Service, you actively consent to data being transferred outside of the European Union.

7. The scope of responsibility of ITD

The Website may contain hyperlinks which link to websites of third parties. ITD has no power over or influence on websites of third parties. Different privacy policies may apply to the use of websites of third parties. This Privacy Policy only relates to personal data which have been obtained via (your use of) the Service and the Website. ITD does not accept any responsibility or liability for (the operation and/or contents of) websites of third parties.

Via the Service you can share information about yourself with others. You are responsible for the personal data that you make available via the Service and/or the Website. ITD does not accept any responsibility or liability in this regard.

8. Security

ITD will take suitable technical and organizational measures to protect your personal data against loss or against any form of unlawful processing.

All information on the Service and/or the Website, including your personal data, is saved according to general safety rules in regard to digital data storage. ITD strives to guarantee the safety of your personal data. Data you supply are stored on servers with limited access. These servers are located in secured buildings. Sensitive personal data sent in communication between you and these servers are being encoded.

It is your responsibility to protect the security of your login information. Please note that emails and instant messages and similar means of communication with other Users are not encrypted and we strongly request you not to communicate any confidential information through these means.

9. Viewing and changing your data

You can always view, review, update, modify, delete, enhance or edit your personal information through your personal profile page to make the necessary changes to your Account. In your personal profile, you can also choose what information you make available through your public profile and the settings to control the visibility and accessibility through the Website. You can also control the messages you receive from ITD and other Users and how and when these messages are sent. On your personal profile page you can also tell ITD to close your Account. Please be aware that even after your request for a change is processed, ITD may, for a time, retain residual information about you in its backup and/or archival copies of its database.

ITD does not monitor messages you receive from and send to other Users, nor messages about other Users. Please control the messages and how these messages are sent yourself.

You can also close your Account through the Website. If you close your Account, we will remove your name and other personally identifiable information from your publicly viewable profile. We may retain certain data provided by you if it may be necessary to prevent fraud or future abuse, or for legitimate other reasons, including business purposes, or if required by law. All retained data will continue to be subject to this Privacy Policy.

If you want to know which data ITD has recorded about you or if you want to change data which you are not able to change through your Account, you can contact us via Contact ITD online form: <http://www.huzz.com/contact-huzz>.

10. Changes to this Privacy Policy

ITD reserves the right to modify the content of this Privacy Policy. If these modifications significantly alter the way we process your personal data, we will notify you by means of a message on the Website or via an email. Unless explicitly stated otherwise, all personal data provided via the Service

or the Website is subject to the most recent version of this Privacy Policy. If you use the Service after notice of changes have been sent to you or published on the Website, you hereby provide your consent to the changed practices.

11. Applicable law and competent court

This Privacy Policy shall be governed by and construed in accordance with the laws of the country where you are residing ("Local Law"). If any provision of this Privacy Policy is not enforceable due to overriding mandatory Local Law, then this overriding mandatory Local Law will apply. All disputes resulting from or arising out of this Privacy Policy shall be submitted to the competent court in the country where you are residing, without prejudice to ITD's rights to submit a dispute before another competent court in another country.

12. Questions or remarks?

If you still have any questions about ITD's privacy policy, please contact us via Contact ITD online form: <http://www.huzz.com/contact-huzz>