

YOUR



Our Policy:

At BM Workforce Network™ YOUR PRIVACY IS NOT OUR BUSINESS, RATHER, IT IS OUR RESPONSIBILITY, we respect AND COMMITTED TO PROTECTING YOUR for online privacy and Personal Information that you provide to us. The BM Workforce Network™ policy as it relates to the use of your Personal Information is as set forth below in our Privacy Policy Statement. As a condition to use of BM Workforce Network™ Professional Services, you consent to the terms of the Privacy Policy Statement.

Accordingly If you have an unresolved privacy or data use concern that is not addressed in our Privacy Policy Statement we invite you to please contact our U.S.-based third party dispute resolution provider (free of charge) at <https://feedback-form.truste.com/watchdog/request>. Since the inception of The BM Workforce Network™ we have honored and will continue to comply with all of the regulations set forth by the U.S. Department of Commerce regarding the collection, use, and retention of personal data.

ABOUT OUR COLLABORATIVE PARTNERS:

The BM Workforce Network™ assumes full responsibility for the processing of personal data it receives, under the Privacy Shield Framework, and may subsequently transfer to a third party AKA as collaborative partnership agent. Please be advised that ALL OF OUR COLLABORATIVE PARTNERS ADHERES to the BM Workforce Network's STRICK CODE OF CONDUCT GOVERNING USE OF COLLECTION OF INFORMATION, as per uniform industry regulations set-forth with respect to personal data received or transferred pursuant to the Privacy Shield Framework.

Please be advised that the BM Workforce Network™ is subject to the regulatory enforcement powers of the U.S. Federal Trade Commission. In isolated situations, in compliance with the US Federal Government the BM Workforce Network may be required to disclose personal data in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

USE OF YOUR INFORMATION:

Please be advised that the personal information that provided to our authorized call center representatives is treated and is deem confidential. This requested information is used solely to establish an official member account. Please be advised that upon registration you will have the option of choosing a security question and an answer to the security question, which if given, will be used solely for the purpose of resetting your password. Your name and email address will be used to inform you regarding new services, releases, upcoming events and changes in this Privacy Policy Statement.

Accordingly the BM Workforce Network™ will have access to third party personal information provided by you as part of using our professional services. This information may include third party names, email addresses, phone numbers and physical addresses and will be used for servicing your requirements as expressed by the terms outlined in our service agreement. The BM Workforce Network™ do not share this third party personal information with anyone for promotional purposes, nor do we utilize it for any purposes not expressly consented to by you. When you elect to refer friends to the website, we request their email address and name to facilitate the request and deliver a One-time email. Your friend may contact us at support@bmworkforce.com to request that we remove this information from our database.

Credit Card Number. Subject to your prior consent and where necessary for processing future payments, your financial information will be stored in encrypted form on secure servers of our reputed Payment Gateway Service Provider who is beholden to treating your Personal Information in accordance with this Privacy Policy Statement.

- Visitor Details

We use the Internet Protocol address, browser type, browser language, referring URL, files accessed, errors generated, time zone, operating system and other visitor details collected in our log files to analyze the trends, administer the website, track visitor's movements and to improve our website. We link this automatically collected data to other information we collect about you.

OUR COOKIES POLICY:

The BM Workforce Network™ use temporary and permanent cookies to enhance your experience of our professional services. Temporary cookies will be removed from your computer each time you close your browser. If you have turned cookies off, you may not be able to use registered areas of the website. We tie cookie information to your email address when you elect to remain logged in so as to maintain and recall your preferences within the website, additionally: cookies, beacons, tags and scripts are used by the BM Workforce Network™ and our partners [such as reseller partners], affiliates, or service providers [such as analytics service providers]. BM Workforce Network™ use this technologies specially for analyzing trends, administering the site, tracking users' movements around the site and to gather demographic information about our user base as a whole. We may receive reports based on the use of these technologies by these companies on an individual as well as aggregated basis. We use Local Storage Objects (LSOs) such as HTML5 to store content information and preferences. Third parties with whom we partner to provide certain features on our site or to display advertising based upon your Web browsing activity use LSOs such as HTML 5 to collect and store information. Various browsers may offer their own management tools for removing HTML5 LSOs.

OUR BEHAVIORAL TARGETING/RE-TARGETING

The BM Workforce Network partner with third parties to manage our advertisements on other sites. Our third party partners may use technologies such as cookies to gather information about your activities on this site and other sites in order to provide you advertising based upon your browsing activities and interests. You MAY OPT OUT if you don't wish to have your information used..

USAGE OF LINKS ON OUR WEBSITE

Please be advised some pages of our website contain external links. We suggest that you to verify the privacy practices of those websites. The BM Workforce Network™ is not responsible for the manner of use or misuse of information made available by you at such other websites. We encourage you not to provide Personal Information, without assuring yourselves of the Privacy Policy Statement of other websites.

SHARED FEDERATED AUTHENTICATION

You can log in to our site using federated authentication providers such as Facebook Connect. These services will authenticate your identity and provide you the option to share certain Personal Information with us such as your name and email address to pre-populate our sign up form.

WHOM WE SHARE YOUR INFORMATION WITH

We may need to share your Personal Information and your data to our affiliates, resellers, service providers and business partners solely for the purpose of providing our professional services to you. The purposes for which we may disclose your Personal Information or data to our service providers may include, but are not limited to, data storage, database management, web analytics and payment processing. These service providers are authorized to use your Personal Information or data only as necessary to provide these services to us. In the above aforementioned The BM Workforce Network™ will also ensure that such affiliates, resellers, service providers and business partners comply with this Privacy Policy Statement and adopt appropriate confidentiality and security measures. We will obtain your prior specific consent before we share your Personal Information or data to any company/ organization outside The BM Workforce Network™ for any purpose that is not directly connected with providing our professional services to you. We will share your Personal Information with third parties only in the ways that are described in this Privacy Policy Statement. We do not sell your Personal Information to third parties. We may share generic aggregated demographic information not linked to any Personal Information regarding visitors and users with our business partners and advertisers. Please be aware that laws in various jurisdictions in which we operate may obligate us to disclose user information and the contents of your user account to the local law enforcement authorities under a legal process or an enforceable government request. In addition, we may also disclose Personal Information and contents of your user account to law enforcement authorities if such disclosure is determined to be necessary by The BM Workforce Network™ in our sole and absolute discretion for protecting the safety of our users, employees, or the general public. Please be advised in the event that the BM Workforce Network is involved in a merger, acquisition, or sale of all or a portion of its business or assets, you will be notified via email and/or a prominent notice on our website of any change in ownership or uses of your Personal Information, as well as any choices you may have regarding your Personal Information.

HOW SECURE IS YOUR INFORMATION?

The BM Workforce Network™ adheres to and complies with industry data collection, storage and processing practices and security measures, as well as strict security measures to protect against unauthorized access, alteration, disclosure or destruction of your Personal Information, username, password, transaction information and data stored in your user account. Please be advised that access to your name and email address is restricted ONLY to our employees who need to know such information in connection with providing our professional services to you. Please also be

advised that ALL OF STAFF AND EMPLOYEES adheres to a strict code of conduct and are PROHIBITED from using and/ or accessing your personal information outside of official purposes in bound by confidentiality obligations.

YOUR RIGHT TO BE INFORMED

Upon request, we will provide you with information about whether we hold any of your Personal Information. Users who wish to correct, update or remove any Personal Information including those from a public forum, directory or testimonial on our site may do so either by accessing their user account or by contacting our member support services at: support@bmworkforce.com. Such changes may take up to 48 hours to take effect. Please note all enquiries are address within 30 days.

SUSPECT OF ILLEGAL ACTIVITY

As per request we may need to provide access to your Personal Information and the contents of your user account to our employees and service providers for the purpose of investigating any suspected illegal activity or potential violation of the terms and conditions for use of The BM Workforce Network Professional Services. We will take appropriate measures to ensure that requested access is in compliance with this Privacy Policy Statement and subject to appropriate confidentiality and security measures.

THE ENFORCEMENT OF OUR PRIVACY POLICY

We make every effort, including periodic reviews to ensure that Personal Information provided by you is used in conformity with this Privacy Policy Statement. If you have any concerns regarding our adherence to this Privacy Policy Statement or the manner in which Personal Information is used for the purpose of providing our professional services, we invite you to contact our Member Support Services at support@bmworkforce.com. Our staff will contact you to address your concerns and we will also co-operate with regulatory authorities in this regard if needed.

NOTIFICATION OF CHANGES

BM Workforce Network™ reserves the right to revise our e Privacy Policy Statement upon notice to you at any time through “Blast Alerts to your primary email address. If we make significant changes in the Privacy Policy Statement that affect your rights, You will be provided with at least 30 days advance notice of the changes by email to your primary email address. You may terminate your use of The BM Workforce Network™ Services by providing us notice by email within 30 days of being notified of the availability of the modified Privacy Policy Statement if the Privacy Policy Statement is modified in a manner that substantially affects your rights in connection with use of The BM Workforce Network Professional Services.

Contact Us

If you have any questions or concerns regarding this Privacy Policy Statement, you may please contact us at legal@bmworkforce.com, they will respond to all inquiries within 30 days of receipt upon ascertaining your identity.