

PRIVACY POLICY FOR FAIRDAY JOBS

Privacy is very important to us. We need your personal information for personalization and to comply with the law. In particular, we must collect, use, disclose, and safeguard your information when you visit our website www.FairdayJobs.com. Furthermore, we pay attention to any other media form, media channel, mobile website, or mobile application related or connected to Fairday Jobs (collectively, the “Site”). We would like to inform you here about our data collection and data usage. This is the privacy policy for the website currently located at www.FairdayJobs.com. Please carefully review this Policy to learn about how we collect, use, and protect any personal information and non-personal information you provide us with on or through this site and your choices for managing your personal information. By using this site, you agree to the terms of this Policy.

1. Personal information

Personal information is information that specifically identifies you or, when combined with other information we have, can be used to identify you. We collect information that personally identifies you (personal information) only if you choose to share such information with us. Personal data consist of inventory data and usage data. Inventory data consist of e.g. an e-mail address, name, appearance, date of birth and data required for the establishment, content and modification of the user relationship. Usage data are specifically the characteristics for the identification of your person, information about the commencement and conclusion of, as well as the extent of, the use of the website. Usage data also include content data. This includes all information that results from your entries on this website itself, e.g. comments and ratings. The decision to provide this information is optional; however, if you elect not to provide such information, you may not be able to access certain content or features or participate in certain areas of this site. In addition, we may need to contact you via phone, e-mail or mail to address questions or issues specific to your order, entry, etc., even if you have opted to not receive marketing communications from us.

Having accurate information permits us to provide you with a smooth, efficient, and customized experience when visiting our site and/or using our services. Specifically, we may use the information collected to:

- Administer sweepstakes, promotions, and contests.
- Assist law enforcement and respond to subpoena.
- Compile anonymous statistical data and analysis for use internally or with third parties.
- Create and manage your account.
- Deliver targeted advertising, coupons, newsletters, and other information regarding promotions and the Site to you.
- Email you regarding your account or order.
- Fulfill and manage purchases, orders, payments, and other transactions related to the Site.
- Generate a personal profile about you to make future visits to the Site more personalized.
- Increase the efficiency and operation of the Site
- Monitor and analyze usage and trends to improve your experience with the Site
- Notify you of updates to the Site.
- Offer new products, services, and/or recommendations to you.
- Perform other business activities as needed.
- Prevent fraudulent transactions, monitor against theft, and protect against criminal activity.
- Process payments and refunds.
- Request feedback and contact you about your use of the Site
- Resolve disputes and troubleshoot problems.
- Respond to product and customer service requests.
- Send you a newsletter.
- Solicit support for the Site

2. Non-Personal Information

We automatically collect information that does not reflect or reference an individually identifiable user (non-personal information) to help us understand how our users use our site. Like most websites, we automatically collect and use the following data contained in log files:

- Technical Information, which may include certain information or characteristics about your computer, such as the type of browser and operating system you use and your computer's Internet Protocol (IP) address. For the most part, technical information remains anonymous (that is, it does not identify you personally), but in some cases it can be traced back to personal information such as an email address.
- Usage information, which may include non-personal information about how you use or browse our site and what products you buy (order history).

3. Collection, processing, use of personal data

Fairday Jobs collects, processes and uses your personal data for the establishment, implementation, modification or termination of the license agreement concluded between Fairday Jobs and you, the processing of orders, for the use of the website as well as for the content of the offer. When you download a coloring book or sign up for a newsletter, you provide information such as name, username, and e-mail address used for purposes of using the offer. You can look over an offer or order-related information, such as status of delivery, news and useful information. Non-personal information and personal information may be combined with data collected from other sources so that we may further improve the relevance of products, services, and advertisements offered on or through this site.

4. Newsletter

When registering for the newsletter, Fairday Jobs will use your email address for advertising purposes until you unsubscribe from the newsletter. The following consent has been expressly granted to Fairday Jobs and Fairday Jobs have logged these. Under the CAN-SPAM Act, Fairday Jobs is required to have the content of their consent available for retrieval at any time. Your email address will not be shared with third parties, and you may revoke your consent to use your email address for promotional purposes at any time with future effect. The deregistration of the newsletter can be done at any time either by a message to the contact option described below or via a dedicated link in the newsletter.

5. Customer service

To answer your questions, process your inquiries or resolve them, it is sometimes necessary to ask for personal information such as name, address, email address and telephone number. Fairday Jobs can use this information to answer your questions or to contact you by mail, email or phone. If you request a service or upload data to this site, Fairday Jobs may need to contact you to obtain additional information needed to process or execute your request. However, Fairday Jobs will not disclose such information to third parties without your permission, except as required by law or to the extent necessary for the execution and processing of your requests or for your assistance.

6. Protection of data and disclosure to third parties

Information that we collect is stored on secure servers using standard security procedures and practices appropriate to the nature of the information in an effort to protect information from unauthorized access, destruction, use, modification, or disclosure. Fairday Jobs transmits the personal data transmitted over the internet in an encrypted fashion. However, providing personal information, whether it be in person, over the phone, or over the Internet, always entails risks, and no technological system is completely unaffected by manipulation or sabotage. Fairday Jobs makes reasonable efforts to prevent and minimize the risk of unauthorized access to, and the unauthorized use or corruption of, personal information.

In principle, Fairday Jobs will not disclose personal data to third parties, unless there is a legal obligation to pass it on or if a data transfer is required to carry out the contractual relationship. In this respect, the information provided by you for the purposes mentioned above, and to the extent necessary for the processing of your order or request, is exchanged with affiliate / partner companies. This is especially the case for printing and delivery. The amount of data transmitted is reduced to the minimum required.

If necessary, Fairday Jobs may also make appropriate written statements, duplicate records against loss, create intermediate files or workspaces, and give such powers to third parties.

Fairday Jobs will otherwise only forward personal and / or billing-related data to other third parties to the extent required or required by law in order to enforce the Terms of Use and / or other agreements with you and to protect the rights of third parties. Your concerns will be considered in accordance with the statutory provisions. The data will only be made available if a legitimate interest in it has been credibly demonstrated, or to protect the safety or rights (including intellectual property rights) of Fairday Jobs, our customers, consumers, or the general public.

In all other cases we will not sell or rent personal information to third parties, and we will not otherwise disclose personal information to third parties, without your express permission or as expressly disclosed in this Privacy Policy.

In the event that Fairday Jobs is merged, sold, or in the event of a transfer of some or all of our assets, we may disclose or transfer non-personal information and personal information in connection with such a transaction.

7. Use of cookies

When you visit the Fairday Jobs website, you remain anonymous. Every time you access the website and every time a file is accessed, access data about this process is stored in a log file on our server without any personal reference, i.e. IP address, page from which the file was requested, date, time, browser type, operating system, the page you visited, the amount of data transferred, access status (file transfer, file not found, etc.). From this data, statistics are generated which help Fairday Jobs customize this site and tend to your needs.

In addition to the personal information you provide, this website uses "cookies", which are text files stored on your computer. It is a technology that can be used to collect specific user-specific settings and technical information that can be used to identify you. This information shows when and how users use the site and allows Fairday Jobs to continually improve it. The use of cookies offers you the advantage of not having to enter your personal details when filling out various forms on the website. The use of cookies is common and a common practice on many websites. Cookies are stored on your computer and not on this page. We use cookies only to read information on your hard drive that has been stored there by a cookie from this site. If you do not wish to have cookies stored on your PC or computing device or if you wish to be notified of their storage, you can set your browser accordingly if it allows this. A corresponding manual can be found under the manufacturer information of the browser manufacturer. Previously established cookies can be deleted at any time. Fairday Jobs, however, points out that in this case you may not be able to fully use all the features of the website.

Our website uses cookies/advertising IDs for the purpose of advertising. This enables us to show our advertisements to visitors who are interested in our products on partner websites, and emails. Re-targeting technologies use your cookies or advertising IDs and display advertisements based on your past browsing behavior. You can opt-out of interest based advertising by visiting the following websites: <http://www.networkadvertising.org/choices> and/or <http://www.youronlinechoices.com>.

We may share data, such as technical identifiers derived from your registration information on our website or our CRM system with our trusted advertising partners. This allows them to link your devices and/or environments and provide you a seamless experience across different devices and environments that you use. To read more about their linking capabilities, please refer to their privacy policy listed in the above-mentioned platforms or listed under cookie policy.

8. Google Analytics

Google Analytics, a web analytics service provided by Google Incorporated, 1600 Amphitheater Parkway, Mountain View, CA 94043 USA (collectively, Google), collects and stores data that is used to create usage profiles using aliases. These usage profiles are used to analyze visitor behavior and are evaluated to improve and tailor the offer. The information generated by these cookies, such as the time, location and frequency of the website visit, including the shortened IP address, are transmitted to Google in the United States and stored there. In this case, the IP address is already being shortened by Google within member states of the European Union or in other contracting states of the Agreement on the European Economic Area and thus anonymized. Google may transfer this information to third parties if required by law or if third parties process this data on behalf of Google. However, Google does not claim to associate the IP address with any other data provided by Google. The installation of the cookies can be prevented by an appropriate setting of the browser software; in this case, the website may not be fully functional. The pseudonymised user profiles will not be merged with personal data about the bearer of the pseudonym without explicit consent. You have the right and the option to opt-out of data collection and data storage for the purpose of web analytics at any time with future effect by installing the browser add-on to disable Google Analytics: [Disable Google Analytics](#). For more information about Terms of Use and Privacy, please visit <http://www.google.com/analytics/terms/> or <https://www.google.com/intl/en/policies/>.

9. Google Analytics for Remarketing

The Google Analytics tracking code implemented on this site has been enhanced with Remarketing for Google Display Advertising, a service that analyzes user behavior across the Google Display Network. Hereby, cookies (e.g. Google AdWords cookie) document your previous visits to third-party websites whose providers have joined the Google Display Network and our websites. Our AdWords ads use these analytics to serve as search queries on Google Network sites, and can be more targeted, optimized, and promoted through ad settings. Through the analysis of third-party cookies (e.g. AdWords cookies) we are able to better tailor our online advertising campaigns to you and your interests. In particular, Google will use this information to provide display advertising features such as remarketing, Google Display Network impressions reports, or Google Analytics demographics and interest reports. Google will also transfer this information to third parties if required by law or if third parties process this data on behalf of Google.

This website uses the following Google AdWords features:

- Remarketing
- interest categories and categorization by demographic characteristics (e.g., age, gender)
- similar audiences
- other types of interest-based advertising

We use these Google Adwords features to redirect visitors to this site from third-party websites or Internet users with specific interest profiles based on their internet usage. We do not collect personally identifiable information with our cookies, remarketing lists or other anonymous IDs.

If you do not want this, you can disable it through the Ads Preferences Manager or download the browser plugin available at <http://tools.google.com/dlpage/gaoptout?hl=en>. For more information about Terms of Use and Privacy, please visit: https://support.google.com/analytics/answer/3450482?hl=en&ref_topic=3413645&rd=1 or <http://www.google.com/intl/en/policies/privacy>.

10. Pardot

Our website may also use Pardot, a service of Salesforce.com Inc., The Landmark @ One Market Street, San Francisco, CA 94105, USA. Pardot sets a maximum of three cookies. These are text files that are stored on your computer and allow an analysis of the use of the website. The cookies set are a "Visitor Cookie", an "Opt-In Cookie" and a "Pardot App Session Cookie". An identification number is generated via the "visitor cookie", which is used to recognize the visitor's browser. The identification number is a generated numerical code that has no meaning outside of Pardot Services. The "Opt-In Cookie" ensures that no "Visitor Cookie" is set by those visitors who have chosen the "Do Not Track" setting in their browser. The "Pardot App Session Cookie" is only set if a customer logs into the Pardot App as user. All cookies only receive the generated number code. Personal data is not collected in this respect. If you want to prevent tracking by Pardot, you can ensure this by your browser settings, or by a corresponding extension of your browser.

11. reCAPTCHA

For your protection we use the service invisible reCAPTCHA of the company Google Inc., 1600 Amphitheatre Parkway, Mountain View, CA 94043, United States ("Google"). The query serves to differentiate whether the input is made by a person or abusively by automated machine processing. The query includes sending the IP address and any other data required by Google for the reCAPTCHA service to Google. For this purpose your input will be transmitted to Google and used there.

However, if IP anonymization is activated on this website, Google will reduce your IP address within Member States of the European Union or in other countries party to the Agreement on the European Economic Area beforehand. Only in exceptional cases will the full IP address be transmitted to a Google server in the USA and shortened there. On our behalf, Google will use this information to evaluate your use of this service. The IP address transmitted by your browser within the scope of reCAPTCHA is not merged with other Google data.

The deviating data protection regulations of the company Google apply to this data. For more information about Google's privacy policy, please visit: <https://policies.google.com/privacy>.

We would like to point out that IP anonymization is active on this site in order to guarantee anonymous collection of IP addresses (so-called IP masking).

The use of invisible reCAPTCHA is based on Art. 6 para. 1 letter a) GDPR. With confirmation of the inquiry you give us your consent to data processing. In any case, data processing is permissible pursuant to Art. 6 para. 1 letter f) GDPR; the query serves to protect access and is intended to ensure human action. It is therefore in our legitimate interest.

12. Google Search Service

We use the Google Search Console service provided by Google Inc., 1600 Amphitheatre Parkway, Mountain View, CA 94043, United States, to analyze the use of our website and improve its usability.

When a Google service is used, the data for this service is not collected by us or in our responsibility, but directly by Google.

As proprietor of the domains, Google provides us with access to the analysis and evaluation of the Google data. As part of this, we only have access to data relating to our domains.

The privacy policy of Google applies to this data, which you can find at:
<https://policies.google.com/privacy?hl=en>.

13. Other Social Media

We may use the following social media plug-ins: Facebook, Twitter, LinkedIn (including SlideShare), Flickr, and YouTube.

14. Advertising by third parties, links to other websites

Occasionally, this site contains third party advertisements and links to third party websites for which Fairday Jobs is not responsible. In particular, Fairday Jobs has no influence on the content and design of the linked external pages or the Internet sites of third parties which you access through these pages. Our Privacy Policy does not cover any use of information that a third-party advertisement serving company may collect from you. The content and design of these websites as well as compliance with data protection regulations are the sole responsibility of the respective providers.

15. Integration of third party content

This website includes content from the service YouTube. These features are offered through YouTube, LLC 901 Cherry Ave. San Bruno, CA 94066 USA. The videos were included and embedded in the extended data protection mode. Like most websites, however, YouTube also uses cookies to collect information about visitors to its website. YouTube uses it to capture video statistics, prevent fraud, and improve usability. This also leads to a connection with the Google Double Click network. Starting the video could trigger more data processing. We have no influence on that. For more information about privacy at YouTube, please see their privacy policy at: http://www.youtube.com/t/privacy_at_youtube.

16. Social Bookmarks

Social Bookmarks are integrated on our website (for example, Facebook). Social bookmarks are Internet bookmarks that users of such a service can use to collect links and news items which are only included on our website as a link to the relevant services. By clicking on the integrated graphic, you will be redirected to the respective provider's website, i.e. only then will user information be transmitted to the respective provider. Information on how to deal with your personal data when using this website can be found in the respective privacy policy of the provider.

17. Changes

Fairday Jobs can change this privacy policy or the content of the site at any time, even without notice. We therefore recommend that you read these terms each time you visit the website, so that you know at all times for what purposes we process your data

18. Information and contact

Upon request, Fairday Jobs provides information free of charge about the personal data we store about you. Upon request, we will correct incorrect data or block or delete personal data, insofar as this does not preclude a statutory retention obligation.

To lodge a disagreement regarding the use of usage data or a revocation of the consent to the use of inventory data, a request for information about the stored personal data or its correction, to block and/or delete Fairday Jobs, the following contact information is available to you:

The brand Fairday Jobs is a project of the company:

Fairday Jobs

Box 366 Rte 94, Blooming Grove, NY, 10914

Email: support@FairdayJobs.com

Website: www.FairdayJobs.com

19. International Visitors and Customers

This website is hosted in the United States. If you are visiting from the European Union or other regions with laws governing data collection and use that may differ from U.S. law, please note that you are transferring your personal data to the United States which does not have the same data protection laws as the EU and by providing your personal data you consent to: the use of your personal data for the uses identified above in accordance with this Privacy Policy; and the transfer of your personal data to the United States as indicated above.

20. California Privacy Rights

Pursuant to Section 1798.83 of the California Civil Code, residents of California can obtain certain information about the types of personal information that companies with whom they have an established business relationship have shared with third parties for those third parties' direct marketing purposes during the preceding calendar year. In particular, the law provides that companies must inform consumers about the categories of personal information that have been shared with third parties, the names and addresses of those third parties, and examples of the types of services or products marketed by those third parties. To request a copy of the information disclosure provided by Fairday Jobs pursuant to Section 1798.83 of the California Civil Code, please contact us via e-mail or the address stated above. Please allow 30 days for a response.

If you are a California resident under the age of 18 and a registered user of any site where this policy is posted, California Business and Professions Code Section 22581 permits you to request and obtain the removal of content or information you have publicly posted. To make such a request, please send an email with a detailed description of the specific content or information to info@FairdayJobsapps.com. Please be aware that such a request does not ensure the complete or comprehensive removal of the content or information you have posted and that there may be circumstances in which the law does not require or allow removal even if requested.

Last Update: May 10, 2020