

## **Reliant Healthcare Professionals® Privacy Policy**

### **Privacy Policy**

U.S. Nursing Corporation/FASTAFF is committed to providing those who use or visit the U.S. Nursing Corporation/FASTAFF Web Sites (the "Web Site") with a safe and secure Internet environment that respects and protects their personal privacy. The following privacy policy is in effect for every Web Site maintained or operated by U.S. Nursing Corporation/FASTAFF, and we ask you to read it thoroughly.

### **Our Pledge**

- We will not release personally identifiable information about you if you have specifically instructed us not to (except as may be needed to provide services you have expressly requested, or if we believe disclosure is necessary under one of the exceptions discussed below).
- We will provide mechanisms for you to communicate your privacy questions and concerns to us and we will make every effort to respond to them.

### **Your Consent**

By using the services provided to you through the Web Site, you consent to the collection and use of your information as outlined in this Privacy Policy. We reserve the right to change this Privacy Policy at any time, but all changes will be posted to this page so you can remain informed as to what information we collect and how we use it. Changes are effective when posted to this page, and your continued use after any change is posted is an acceptance of the change.

### **Helpful Definitions**

"Personally identifiable information" is information-such as name, birth date, e-mail address or mailing address, financial information and other types of information that can be used to uniquely identify a user.

"Anonymous Information" is information that does not personally identify you. This includes information on how you use our site (such as places visited and search queries performed). Anonymous information also includes the domain names and/or I.P. addresses (as explained in greater detail below) of browsers that visit our site, time of day the site was visited, and other non-personally identifiable information. Anonymous information is information that is not tied to any individual.

### **Collection and Use of Personally Identifiable Information Registration**

You can visit our Web Site without telling us who you are or revealing any personally identifiable information about yourself to us. It is only when you wish to receive additional services or goods that we may require you to register with us by providing certain personally identifiable information and we may ask you to select a user name and password. U.S. Nursing Corporation/FASTAFF will use this information to:

- Welcome you to the Web Site.
- Send communications to you about the Web Site, including new features and services available through the Web Site.
- Share your information with affiliates, and allow them to contact you directly, if you have consented to this beforehand.
- Verify your qualifications for receiving goods or services we offer over the Web Site or for other programs or activities.

If you indicate to us that you do not want to receive certain types of communications at the time of registration, we will respect your wishes and comply with your preferences, however there may be cases where this will limit the Web Site services available to you.

### **Sharing Personally Identifiable Information with Third Parties**

If we share Personally Identifiable information with third parties that you have consented to, they may use the data we provide them (sometimes, in connection with other information they may

have gathered about you), but are generally prohibited from sharing this information with other companies or people without your consent.

PLEASE NOTE: In certain special cases, we may disclose your personally identifiable information when we have reason to believe that disclosing this information is necessary to identify, contact or bring legal action against someone who may be causing injury to you, or otherwise injuring or interfering with U.S. Nursing Corporation/FASTAFF's rights, property or operations, other Web Site users, or anyone else who could be harmed by such activities. We may also disclose your personally identifiable information when we believe the law requires it, or in response to any demand by law enforcement authorities in connection with a criminal investigation, or civil or administrative authorities in connection with a pending civil case or administrative investigation.

### **Anonymous Information**

When you use the Web Site, we may collect anonymous information even if you have not registered with U.S. Nursing Corporation/FASTAFF. We may use this information to examine how the Web Site is used or to help U.S. Nursing Corporation/FASTAFF improve the services it offers to users. U.S. Nursing Corporation/FASTAFF will not share any anonymous information about your use of the Web Site with third parties if we know that this anonymous information will be linked by third parties with personally identifiable information of yours obtained from another source, unless we have given you notice as described above and you have given us authorization to do so.

### **Cookies**

A "cookie" is a small piece of data that is sent to your browser from a web server and stored on your computer's hard drive. Cookies are harmless bits of code that an Internet site assigns to your browser to keep track of who you are when you use a Web site. There is no risk of the information on your hard drive being exposed to the outside world since a web site can only read the cookies it creates.

Cookies are sometimes used on the Internet to improve the delivery of services to users by enabling the Web Site to "customize" the particular services or information offered to each user. U.S. Nursing Corporation/FASTAFF may employ or use cookies from time to time. You will be given a choice as to whether you want to participate in the use of cookies before they are used. Third parties, however, may have their own policies about the use of cookies, and U.S. Nursing Corporation/FASTAFF does not have control over these practices. You are responsible for obtaining information about cookies on third party web sites if you believe this is important to know.

As a general rule, you can choose whether to accept cookies by changing the settings of your browser. You can reset your browser to refuse all cookies, or allow your browser to show you when a cookie is being sent. If you choose not to accept these cookies, your experience at our site and other Web sites may be diminished and some features will not work as intended.

### **Use of IP Addresses**

An Internet Protocol (IP) address is a set of numbers that is assigned to your computer. Web servers - the powerful computers that provide web pages for viewing - automatically identify your computer by the IP address assigned to it during your session online.

U.S. Nursing Corporation/FASTAFF may collect IP addresses for purposes of system administration and to monitor and audit the use of the Web Site. We can and will use IP addresses to identify users of the Web Site when we feel it is necessary to enforce compliance with U.S. Nursing Corporation/FASTAFF 's terms of use or terms of service, or to protect our service, site, or other users. We will not share or sell linked user behavior and personal user information with any third parties unless you have given us authorization to do so.

PLEASE NOTE: Under certain circumstances, IP addresses and/or domain names may be linked to personally identifiable information, when said information is stored in databases managed by Internet registrars or registries such as Network Solutions.

### **Third Party Relationships**

WEB SITES THAT ARE OPERATED OR MAINTAINED BY THIRD PARTIES ARE NOT COVERED BY THIS PRIVACY POLICY. Whenever you authorize U.S. Nursing Corporation/FASTAFF to share information about you with third parties, you are responsible for determining whether the third party employs an acceptable privacy policy. U.S. Nursing Corporation/FASTAFF does not automatically make this determination for you, and does not warrant that any particular third party maintains a privacy policy that is acceptable to you. Linking to other sites is an integral part of the functionality of the Internet and therefore of our site. Any link to a page which displays a URL of a non U.S. Nursing Corporation/FASTAFF site in the address window of your browser or which indicates that it is "powered by" an entity other than U.S. Nursing Corporation/FASTAFF, is a link to a site outside of our service. This includes links to any partners that may link to U.S. Nursing Corporation/FASTAFF or are part of a co-branding or partnership agreement, as well as other suggested links or links our users may post. These other sites may send their own cookies to you, collect data or solicit personal information. Please note that we cannot guarantee and are not responsible for the content of outside sites.

### **Security**

U.S. Nursing Corporation/FASTAFF operates secure data networks protected by industry standard procedures, to attempt to protect against the loss, misuse and alteration of your user data under our control. Only authorized employees have access to the information you provide us. For example, we impose strict rules on employees who have access either to the databases that store user information or to the servers that host our services. While we cannot guarantee that loss, misuse or alteration to data will not occur; we will make every effort (such as the use of employee passwords and non-disclosure agreements) to prevent such unfortunate occurrences.

### **Contacting Us**

If you have questions about this privacy policy or the practices of this site, please contact our Legal Department at