

Privacy Statement

The privacy and safeguarding of your personal information is very important to us. This Privacy Statement sets forth our policies regarding the online data collection and usage regarding the information submitted to this Web site.

By registering or providing personal information on this site, you agree, without limitation or qualification, the collection, use and transfer of the personal information provided by you in the manner described in this Privacy Statement. Please read this Statement carefully as it affects your rights and liabilities under law. If you disagree with the way we collect and process personal information collected on the Web site, please do not use it.

Information we collect and retain. We collect and retain personal information about you provided in your profile and employment application. This information may include your name, home address, email address and telephone number. This information is available to you for your review and alteration on our Web site. Modifying any personal information requires that you log in with a unique user name and password created by you.

How we use the information we collect. By registering on our Web site and providing your information in our employment application, you have consented for us to use your information, subject to applicable law, in the following ways:

- To allow you to create an account;
- To create a profile for you based on information that you have provided;
- To evaluate whether you may be qualified for an employment opportunity with us, including but not limited to, providing your information to third parties to perform a background check;
- To contact you about employment opportunities with us;
- To generate internal reports about the use of our site; and
- To allow others to refer you for employment opportunities with us.

The information provided in your account and employment application is private and is not available for public viewing. We do keep your completed online information and employment application for future reference, and you may be contacted if a suitable position becomes available.

Information we share. We will not sell or trade your personally identifiable information, including email addresses, to third parties. We will share your personally identifiable information to third parties who perform services for us for purposes of evaluating whether you may be qualified for employment with us, including but not limited to, performing background checks. We disclose information if legally required to do so, or at our discretion pursuant to a request from a governmental entity or if we believe in good faith – after considering your privacy interests and other factors – that such action is necessary to: (a) conform to legal requirements or comply with legal process; (b) protect our rights or property or our affiliated companies; (c) prevent a crime or protect national security; or (d) protect the personal safety of users or the public.

Information protection. We protect nonpublic personal information about you by restricting access to those employees within our organization who need this information for recruiting and hiring purposes. We maintain physical, electronic and procedural safeguards to guard this nonpublic personal information.

Use of "Cookies"

We want to make you aware of how we use "cookies" and "do not track" browser signals when you visit our company websites. "Cookies" are files we place in your computer's browser to store your usage of our websites. "Cookies" help us to understand your usage of our websites, so we can continually improve our usability. Our "cookies" are only used when you are visiting our websites. By themselves, "cookies" do not tell us your e-mail address or other personally identifiable information. Only you can provide that information on our websites – if you so choose. We do not track users who do not interact with our websites sharing functionality across the web, and therefore do not use "do not track" signals. Further, we do not authorize the collection of personally identifiable information from our websites for non-AAA company use.

Modification of Terms

This Privacy Statement may be amended at any time. You should periodically review this Web site and this Statement to become aware of any changes.