Monster Privacy Notice - USA

Monster is committed to protecting the privacy of our users and strives to provide a safe and secure user experience. This Privacy Notice describes how your personal information is collected, used, shared, and secured, as well as your choices regarding use, access, deletion, and correction of your personal information.

By using this site or application, you agree to the collection, use and transfer of your data as described in this Privacy Notice. If you no longer want Monster to process your personal data, please submit a Personal Data Request. For more information about how to exercise your privacy rights at any time, please review the “Your Privacy Rights” section below. To update your profile and settings, login to your account or contact Customer Service.

Information Monster collects on our sites and applications is stored in the United States and/or your home country and may become subject to U.S. law.

SCOPE OF THIS PRIVACY NOTICE

This privacy notice applies to information Monster collects or uses on websites, website applications, and mobile applications owned or controlled by Monster Worldwide, Inc., including Monster.com and Jobs.com, or affiliated companies (collectively "Monster" herein referred to as "Monster" “we” “us” and “our”). Affiliated companies are entities that control, are controlled by, or are under common control with Monster Worldwide, Inc.

DEFINITIONS

Employers means both employers and recruiters who are seeking employees.

Service Providers means those parties that provide services on Monster’s behalf. This includes entities that help us deliver our products and services to you, including but not limited to our web servers and site databases, analytics, marketing assistance, customer management tools, processing payments services, providing customer service, and resume writing tools.

Resume and CV have the same meaning.

Third Parties as Required by Law means entities that must receive information because of a legal obligation. This includes both government agencies and law enforcement pursuant to a lawful request. Information may be shared with these parties to protect the rights or property of
Monster and our affiliated companies, investigate fraud, prevent crime, protect national security, or to protect the personal safety of users or the public. Monster will take reasonable steps to share the minimum information necessary.

**Personal Information and Personal Data** have the same meaning.

The scope of this Privacy Notice does not cover Personal Information collected for the purposes of processing applicants to Monster for direct or contract employment, managing Monster employees, and administering Monster benefits. Relevant Privacy Notices are provided at the time of collection for those specific purposes.

**INFORMATION MONSTER COLLECTS, PROCESSES, USES, AND STORES**

Monster collects personal information to:
- operate Monster services;
- contact and communicate with you when you contact us;
- analyze, improve, and optimize Monster services;
- protect Monster services and the rights of users and others; and
- enforce terms of Monster’s services and prevent fraud and abuse of Monster systems.

Monster collects information the following ways:
- when you use our sites and applications. We receive and store this information when you enter it on our websites, send it to us, or provide it to us in any other way;
- if you choose to sign in to Monster with Facebook or similar services, we import the requested information from your account and we make it part of your profile;
- information you provide Monster about others. For instance, if you choose to use our service to share site content with a friend, we will ask you for your friend’s name and email address. We will automatically send your friend a one-time email inviting him or her to visit the site. We temporarily store this information for the sole purpose of sending this one-time email;
- automatically when you visit our sites or use our mobile applications; and
- if you are located in the United States, we may collect information about you from publicly available websites or third-party providers.

By registering with Monster, managing your profile, publicly posting information, or opting-in when presented with choices, you have consented for us to use your personal information in the following ways:
Identifiers

Examples
Name, email address, street address, phone number, and chat transcript

How is the Personal Information Used?
- create a profile
- provide Monster services
- send job alerts, newsletters, career advice, or other marketing communications
- inform you of other products or services available from Monster or its affiliates
- conduct surveys, promotions and contests, and to publish the results thereof
- to make suggestions and draw inferences about you
- to give search engines access to public information
- to conduct analytics and generate internal reports about the use of our sites and applications
- detect, investigate and prevent fraud and/or activities that may violate our policies or be illegal

How is the Personal Information Collected?
- from you when you create a profile
- from third party sites when you sign into Monster using another site like Facebook
- from publicly available information or third-party providers
- from Monster users who share our site content with you
- from you when you engage in a chat with Monster

Who Does Monster Share Your Information With?
- employers
- third parties as required by law
- service providers
Internet or Other Electronic Network Activity

Examples
Internet protocol (IP) address, internet service provider (ISP), browser type and device ID, operating system, date/time stamp, location, chat transcript, and clickstream data

How is the Personal Information Used?
• provide personalized, targeted, or approximate location-based content, services, and advertising from Monster and third parties
• detect, investigate and prevent fraud and/or activities that may violate our policies or be illegal
• make suggestions and draw inferences about you
• give search engines access to public information
• conduct analytics and generate internal reports about the use of our sites and applications
• track which jobs you search for, view, and apply
• to manage customer accounts

How is the Personal Information Collected?
• automatically when you use our site or applications
• from you when you engage in a chat with Monster
• from publicly available information or third-party providers
• from third party sites when you sign into Monster using another site like Facebook

Who Does Monster Share Your Information With?
• third parties as required by law
• service providers
Professional or Employment-Related Information

Examples
Information used to create a profile and to apply to jobs on Monster or Jobs.com including resume, work history, education level

How is the Personal Information Used?
- provide Monster services
- to send job alerts, newsletters, career advice, or other marketing communications
- inform you of other products or services available from Monster or its affiliates; conduct surveys, promotions and contests, and to publish the results thereof
- provide personalized services, and advertising from Monster and third parties
- make suggestions and draw inferences about you

How is the Personal Information Collected?
- from you when you create a profile

Who Does Monster Share Your Information With?
- employers
- third parties as required by law
- service providers

Inferences that can Create a Profile About You

Examples
Your activity on Monster or Jobs.com, including the jobs you search for, view, and apply to, and the files viewed on our sites, e.g., HTML pages, graphics, etc., and chat transcripts

How is the Personal Information Used?
- provide Monster services
- send job alerts, newsletters, career advice, or other marketing communications
- inform you of other products or services available from Monster or its affiliates
- conduct surveys, promotions and contests, and to publish the results thereof
• provide personalized services, and advertising from Monster and third parties
• make suggestions and draw inferences about you
• give search engines access to public information
• conduct analytics and generate internal reports about the use of our sites and applications
• track which jobs you search for, view, and apply

How is the Personal Information Collected?
• automatically when you use our site or applications
• from you when you engage in a chat with Monster
• from publicly available information or third-party providers
• from third party sites when you sign into Monster using another site like Facebook

Who Does Monster Share Your Information With?
• employers
• third parties as required by law
• service providers

Financial Information

Examples
Credit card number and billing information for services requiring payment

How is the Personal Information Used?
• process financial transactions for pay-services

How is the Personal Information Collected?
• from you when you purchase a paid service from Monster

Who Does Monster Share Your Information With?
• third parties as required by law
• service providers
Business Records

Examples
Company name, company contact(s) name and contact information, business financial records, confidential business information, recordings of phone calls with Monster, and chat transcript

How is the Personal Information Used?
- manage business relationships with Monster customers and vendors
- provide support to customers and jobseekers
- for training purposes to improve sales and service

How is the Personal Information Collected?
- from customers and/or vendors engaged in a business relationship with Monster
- from you when you call Monster Customer Service
- from you when you engage in a chat with Monster

Who Does Monster Share Your Information With?
- third parties as required by law
- service providers

Sensitive Personal Information as Defined by Applicable Law

Examples
Government issued identification such as Social Security numbers or passports; financial account, debit card, or credit card numbers in combination with login credentials; account login credentials allowing access to the account; precise geolocation; information about racial or ethnic origin, religious beliefs, philosophical beliefs, or union membership; contents of consumers’ mail, emails, or text messages, unless the business is the intended recipient; genetic data; information concerning a consumer’s health, sex life, or sexual orientation; and biometric information used for the purpose of uniquely identifying a consumer

How is the Personal Information Used?
- to process tax requirements associated with contest and/or sweepstakes winners
How is the Personal Information Collected?
- from you when you provide a W9 in connection with a sweepstakes and/or contest

Who Does Monster Share Your Information With?
- third parties as required by law
- service providers

Automated Processing

Monster may perform automated processing of your Personal Information to analyze and predict your preferences and interests. In some circumstances, automated processing is necessary for us to provide our services to job seekers and employers. For example, automated processing allows us to match job seekers with employers effectively, to provide job seekers with job alerts and recommended jobs, to send job seeker applications to employers, to display search results, administer employer questions, and to perform certain spam and fraud detection activities to protect our users. Monster does not make decisions based solely on automated processing.

RETENTION PERIOD AND RESUME VISIBILITY/SECURITY

Monster will retain your personal information for five (5) years after the last time you interact with our services at which time it will be automatically deleted from our systems unless we are legally required to keep it longer.

You may request that Monster delete your data at any time by submitting a Personal Data Request. See the section entitled Your Privacy Rights for more information.

Resume Visibility and Security: Some of our products and services, such as our resume and profile databases, and social media search enable third parties to see your personal data and to contact you. Information you post in public areas of Monster sites or applications or make visible in the resume and profile database may be accessed, used, and stored by others around the world, including those in countries that might not have legislation that guarantees adequate protection of personal data as defined by your country of residence. While Monster takes measures to safeguard your information from unauthorized access or inappropriate use, Monster does not control these third parties and we are not responsible for their use of information you post.

When you create or post a resume, we store it in our resume and profile databases in the United States. You may control the visibility of your resume on Monster by setting it to:
Visible, Confidential, or Private.

Visible and confidential resumes can be viewed by anyone with access to our resume and profile database. We cannot control the retention, use or privacy of resumes that have been viewed or downloaded by others. You should not post sensitive information about yourself, for example gender, marital status, health data, or any other information you would not want made public, such as your address or phone number, to any Monster site or application or to any public website. You may adjust your visibility settings at any time by signing into your Monster account and selecting visibility settings. Private resumes will not be visible in Monster’s resume and profile database. You may still use your private resume to apply online to a job. If you apply with a private resume, it will be transferred to the relevant employer, who may retain a copy of it.

If you apply for a job and provide your contact information to express interest in a job, or if you respond to a communication from an employer, you agree that your information will be shared with the relevant employer and that you will be contacted by that employer for employment-related purposes.

We attempt to limit access to our resume and profile databases to legitimate users but cannot guarantee that other parties will not gain access to these databases. Once your resume has been disclosed, Monster is not able to retrieve it from the third parties who accessed it. Accordingly, you should not put sensitive information, personality profiles, or other information you would not want made public in your resume or profile.

If your resume includes the personal data of a reference, it is your responsibility to ensure that the person is aware that you have provided their details and that person has consented for you to do so. You are responsible for keeping your username and password secret.

The security of your personal data is important to us. We utilize a variety of safeguards to protect the personal data submitted to us, both during transmission and once it is received. Monster takes appropriate measures to secure your personal data from accidental loss and from unauthorized access, use, alteration, or disclosure. You can find additional information on conducting a safe job search in our Security Center.

You should be aware that resumes and profiles may be monitored by your current employer.

When you place an order online at Monster, your credit card information is encrypted with industry standard encryption.

Monster is not intended for, nor do we knowingly collect information from, children under the age of 16.

Updated 11/2023
COOKIES AND DIGITAL ADVERTISING

Our services include the display of personalized products, content, and advertising relating to your career experience and interests. We use data we have about you to determine whether you might be interested in the opportunities, products, or services of a particular third party. We show you targeted ads online. These ads are targeted based on information we collect about you and information about you that we acquire from third parties including public websites and data providers. Please see your account notification settings to customize the notifications you receive by signing in to your account. Please review the Your Privacy Rights section of this Privacy Notice for more options, as well as clicking on the Network Advertising Initiative Opt-Out and/or selecting Ad Choices in the footer of http://www.monster.com.

Cookies: Monster and its partners use cookies on the Monster sites to analyze trends, administer websites, track users' movements around the website, and to gather demographic information about our users. Cookies help personalize and maximize your use of our site, including storing user preferences, improving search results and ad selection, and tracking user trends. You can control your cookies at the browser level, but if you choose to disable cookies, it may limit your use of certain features or functions on our website or service. You may also choose to allow certain cookies by making selections in our cookie management tool.

Monster uses the following types of cookies:

- **Essential/Strictly Necessary**: cookies to operate essential features of our website, including securing your access to your account. Without these cookies, the website cannot function properly. You cannot opt-out of these cookies.
- **Analytics**: cookies that track traffic patterns so we can identify popular content, potential problems, and perform analytics.
- **Functional**: we use these cookies to enable non-essential features on our website, such as testing new features, storing your preferences, displaying job search results, and tracking jobs you search for, view, and apply to so we can show you other comparable employment opportunities.
- **Advertising**: cookies that show you advertising on Monster and third-party websites.

Some cookies will remain on your computer after you have left our site. Security cookies will remain for 60 days after your last visit. Poll response cookies will remain for 90 days, and Monster cookies relating to advertisements and site notices will remain for up to two years, unless you choose to delete them.

We allow other companies to display advertisements to you while you are using our sites and applications. When this happens, these companies can view, edit or set their own cookies, just as if you had requested a web page from their site. The cookies placed by these third parties could remain on your computer after you have left our site for up to 20 years unless you choose to delete them. You can opt out of third-party cookies by setting your browser to decline cookies or using our cookie consent tool. If you

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delete your cookies in your computer, your opt-out cookie will also be deleted. If you change computers or web browsers, you will need to opt out again.

Monster uses web beacons (sometimes called pixels) and JavaScript. We may receive confirmation when you open an email from Monster if your computer supports this type of program. Monster uses "Flash cookies", also known as "Local Shared Objects", to preserve video player settings and for security purposes. You can adjust your settings for your Flash cookies.
Monster’s site includes social media features, widgets, and pixels such as the “Facebook Like” button and “Share This” button, also known as the “Facebook Pixel”, (“Social Media Sites”). A Social Media Site will record your engagement with our content and actions taken. This Information may be linked to targeting/advertising activities, including building custom audiences. Your interactions with these features are governed by the privacy notice of the company providing them.

Rakuten Advertising may collect personal information when you interact with our digital property, including IP addresses, digital identifiers, information about your web browsing and app usage and how you interact with our properties and ads for a variety of purposes, such as personalization of offers or advertisements, analytics about how you engage with websites or ads and other commercial purposes. To opt-out of Rakuten Advertising's collection of any personal information, you may do so here: https://rakutenadvertising.com/legal-notices/services-privacy-rights-request-form/. For more information about the collection, use and sale of your personal data and your rights, please visit their privacy page: https://rakutenadvertising.com/legal-notices/services-privacy-policy/.

YOUR PRIVACY RIGHTS
You may access, update, or delete your resume or profile at any time. To do so, sign into your account, go to your resume or profile, and make the desired changes. You may also submit a Personal Data Request sign into your account, go to your resume or profile, and make the desired changes. You may also submit a Personal Data Request to Monster and we will respond pursuant to applicable law. If you have a privacy-related question, please click here to contact us.

We may retain your personal data even after you have closed your account if reasonably necessary to comply with our legal obligations (including law enforcement requests), meet regulatory requirements, resolve disputes, investigate security incidents, prevent fraud and abuse, enforce our User Agreement, or fulfill your request to “unsubscribe” from further messages from us. We will retain anonymized information after your account has been closed.
Some Monster customers store their resume databases on Monster servers. Monster is a data processor for personal information received in this way. Requests regarding this information must be made to such customers. Monster will cooperate as appropriate with requests from our customers to assist with such responses.

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Right to Request Access to Personal Information/Right to Know

Description
You have the right to know whether Monster has collected personal information from you. You may request that Monster tell you:

- The categories or specific pieces of personal information that Monster has collected about you
- The categories of sources where Monster obtained personal information about you
- The business purposes for which Monster collects your personal information
- The categories of third parties with which Monster shares personal information

You may submit a Personal Data Request to obtain a copy of personal information Monster has about you.

How to Exercise
You can submit two such access requests every 12 months here: Personal Data Request.
Before we grant you access to your personal information, we must verify your identity. We use a third-party to process identity verification. If you do not successfully verify your identity, we may be unable to fulfill your request.

We will make commercially reasonable efforts to fulfill your request within 45 days; however, if we need more time, we may extend the timeframe 45 days and notify you.

Right to Request Deletion/Right to be Forgotten

Description
You have the right to request that Monster delete any of your personal information that Monster has collected from you, with certain exceptions. We may refuse your request if we are required by law to keep the information, or if the law otherwise permits us to keep information. If we deny a request, we will tell you why the request was denied. Where required, we will instruct any service providers or third parties to delete your information.

How to Exercise
You can submit two such deletion requests every 12 months here: Personal Data Request.
Before we process your deletion request, we must validate the request. We use a third-party to process request validation. If you do not successfully validate your request, we may be unable to fulfill your request.
We will make commercially reasonable efforts to fulfill your request within 45 days; however, if we need more time, we may extend the time frame an additional 45 days and notify you.

You may also delete your job seeker profile directly by signing into your account.

**Right to Correct Personal Information**

**Description**
In certain circumstances, you have the right to request correction of any inaccurate personal information.

**How to Exercise**
You can submit your request here: Personal Data Request. Before we grant your request, we must verify your identity. We use a third-party to process identity verification. If you do not successfully verify your identity, we may be unable to fulfill your request.

After verifying your identity and the validity of your request, we will use commercially reasonable efforts to correct your personal information, taking into account the nature of the information and the purposes of maintaining it.

You may also review and update your job seeker profile directly by signing into your account.

**Do Not Sell/Share Personal Information**

**Description**
You may have the right to direct Monster not to sell your personal information to third parties. You may have the right to direct Monster not to share your Personal Information with third parties for certain purposes such as behavioral advertising.

**How to Exercise**
Please go to www.monster.com and click on “Your Privacy Choices” in the footer. There is no ID verification required. Furthermore, account holders may make additional selections from their account preferences by signing into your account.
Limit the Use of Your Sensitive Personal Information

Description
Monster only collects sensitive personal information for employment purposes and to process taxes for contest/sweepstakes winners, as permitted by law. Monster does not collect sensitive personal information, as defined by applicable law, for targeted advertising.

Unsubscribe from Monster Communications

Description
Unsubscribe from Monster email, text, and paper mail communications.

How to Exercise
Unsubscribe Link

There is no ID verification required.

Right to Non-Discrimination

Description
You have the right not to receive discriminatory treatment for exercising any of your rights.

How to Exercise
No action needed.

INTERNATIONAL TRANSFERS OF PERSONAL INFORMATION

Monster Worldwide, Inc. complies with the EU-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as set forth by the U.S. Department of Commerce. Monster Worldwide, Inc. has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) with regard to the processing of personal data received from the European Union in reliance on the EU-U.S. DPF and from the United Kingdom (and Gibraltar) under the UK Extension to the EU-U.S. DPF. Monster Worldwide, Inc. has certified to the U.S.
Department of Commerce that it adheres to the Swiss-U.S. Data Privacy Framework Principles (Swiss-U.S. DPF Principles) with regard to the processing of personal data received from Switzerland in reliance on the Swiss-U.S. DPF. If there is any conflict between the terms in this privacy policy and the EU-U.S. DPF Principles and/or the Swiss-U.S. DPF Principles, the Principles shall govern. To learn more about the Data Privacy Framework (DPF) program, and to view our certification, please visit https://www.dataprivacyframework.gov/.

Monster Worldwide, Inc. is responsible for the processing of personal data it receives under the DPF, and subsequently transfers to a third party acting as an agent on its behalf. Monster Worldwide, Inc. complies with the DPF Principles for all onward transfers of personal data from the EU, UK, and Switzerland, including the onward transfer liability provisions.

The Federal Trade Commission has jurisdiction over Monster Worldwide, Inc.’s compliance with the EU-U.S. DPF, the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. DPF. In certain situations, Monster Worldwide, Inc. may be required to disclose personal data in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

In compliance with the EU-U.S. DPF, the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. DPF, Monster Worldwide, Inc. commits to refer unresolved complaints concerning our handling of personal data received in reliance on the EU-U.S. DPF, the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. DPF to TRUSTe, an alternative dispute resolution provider based in the United States. If you do not receive timely acknowledgment of your DPF Principles-related complaint from us, or if we have not addressed your DPF Principles-related complaint to your satisfaction, please visit https://feedback-form.truste.com/watchdog/request for more information or to file a complaint. These dispute resolution services are provided at no cost to you.

For complaints regarding DPF compliance not resolved by any of the other DPF mechanisms, you have the possibility, under certain conditions, to invoke binding arbitration. Further information can be found on the official DPF website.

**Standard Contractual Clauses:** When necessary, Monster transfers personal data from the EU Member States, Switzerland and the United Kingdom pursuant to the EU Standard Contractual Clauses and the UK Addendum.

**GENERAL CONTACT INFORMATION**

If you have questions or concerns about this Privacy notice, please contact us online or at:

Privacy Office
Monster Worldwide, Inc.

Updated 11/2023
Users in the UK, European Economic Area (EEA), and Switzerland have the right to lodge a complaint with the supervisory authority for data protection in their country. Monster’s European Data Protection Officer can be reached at:

VeraSafe
Experts @ verasafe.com
100 M Street S.E., Suite 600
20003 Washington, D.C., USA
[https://verasafe.com](https://verasafe.com)

Monster may update this Privacy notice to reflect changes in our information practices. If we make any material changes, we will notify you as required using the email specified in your account and/or by means of a notice on this website prior to the change becoming effective. We encourage you to periodically review this page for the latest information on our privacy practices.