

California Privacy Notice

Effective Date: January 1, 2020

Last Updated: December 20, 2022

Your privacy is important to us and maintaining your trust is our priority. The jobboard.io website is owned and operated by ZipRecruiter, Inc. ("ZipRecruiter," "we," "our," or "us"). ZipRecruiter respects your privacy and is committed to protecting it through our compliance with this California Privacy Notice ("Privacy Notice").

This Privacy Notice supplements the information contained in the [Privacy Policy](#) and applies solely to visitors, users, and others who reside in the State of California ("consumers" or "you") and use our Website or Services (defined below) (collectively, the "Platform"). We adopt this Privacy Notice to comply with the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act of 2020 ("CCPA") and any terms defined in the CCPA have the same meaning when used in this notice. Capitalized terms used but not otherwise defined herein or in the CCPA shall have the meanings given to such terms in the Privacy Policy or Website Terms of Use. You can download a PDF version of this Privacy Notice [here](#).

1. Types of Users

The personal information we collect depends on how you use or interact with our Platform. **Table 1** below indicates the general types of consumer users of our Platform (collectively, "Users").

Table 1 - Types of Users

Term	Definition
Customer	A Jobboard.io Customer that enters into a JBIO Master Services Agreement with ZipRecruiter, pursuant to which Customer has purchased a subscription to our hosted job board service (whether as a paying customer or on a free trial) (" <u>Services</u> ").
Website Visitor / Other	Users that generally browse the Website, but that are not a Jobboard.io Customer. For example, an individual that reaches out to our Support team or browses our features or pricing plans on the Website.

2. Types of Information We Collect

A. Personal Information Collected

Our Platform collects information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or device ("personal information"). **Table 2** below identifies the categories of personal information that ZipRecruiter has collected from consumers in the preceding twelve (12) months, based on the type of User.

Table 2 - Personal Information Categories

Category	Examples of Specific Pieces of Personal Information We May Collect	
	Customer	Website Visitor / Other
A. Identifiers	Name, alias, postal address, email address, telephone number, social media profile, social media address, username, unique personal identifier, online identifier, Internet Protocol (IP) address, device IDs, account name, and other similar identifiers.	Name, email address, postal address, telephone number, social media profile, social media address, unique personal identifier, online identifier, IP address, device IDs, and other similar identifiers.
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	Name, signature, address, telephone number, and, if you are a client, your financial information (including a bank account number or your credit or debit card number, CVC, card expiration, and billing zip code, or any other financial information). Some personal information included in this category may overlap with other categories.	Name, address, telephone number, or employment information.
C. Commercial information	Records of products or Services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies (such as details about payments to and from you), details regarding the Services that you have subscribed to or purchased (including your Job Board name and subdomain), and details about your company or organization (such as contact information, EIN, website URL).	Records or details of services considered, or other consuming histories or tendencies.
D. Internet or other similar network activity	Login data, access dates and times, browsing history, browser type and version, device information, cookie data, browser plug-in types and versions, operating system and platform and other technology on the devices used to access the Website, and other similar activity concerning an interaction with our Services.	Access dates and times, browsing history, browser type and version, device information, cookie data, browser plug-in types and versions, operating system and platform and other technology on the devices used to access the Platform, and other similar activity concerning an interaction with our Platform.
E. Geolocation data	Time zone setting and approximate location; latitude and longitude.	Time zone setting and approximate location; latitude and longitude.
F. Professional or employment-related information	Job title, company name, company description, company website, and favicon	Job title and company name
G. Inferences drawn from other personal information to create a profile	Inferences used to reflect a consumer's preferences or behavior on our Platform.	Inferences used to reflect a consumer's preferences or behavior on our Platform.

Category	Examples of Specific Pieces of Personal Information We May Collect	
	Customer	Website Visitor / Other
H. Sensitive Personal Information	Account log-in and password to the Customer's Jobboard.io account.	N/A

NOTE: ZipRecruiter has **not collected** any of the following categories of personal information from consumers within the last twelve (12) months:

- Protected classification characteristics under California or federal law
- Biometric information (such as genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data)
- Sensory data (such as audio, electronic, visual, thermal, olfactory, or similar information)
- Non-public education information, per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)) (such as education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.
- Other sensitive personal information, as defined in the CCPA, that is not otherwise identified above (for example, in the preceding twelve (12) months, we have not collected precise geolocation, genetic data, or personal information concerning a consumer's health, sex life, or sexual orientation).

B. Non-Personal Information Collected

ZipRecruiter collects, uses and shares de-identified and/or aggregated consumer information, which is not considered personal information. Deidentified or aggregated data may be derived from your personal information, but is not considered personal information under CCPA, since it does not directly or indirectly reveal your identity. For example, we may aggregate your Internet or other similar network activity to calculate the percentage of users accessing a specific website feature.

C. Sources of Personal Information

We obtain the categories of personal information listed above from the following categories of sources:

- **Directly from you.** For example, when you fill in forms, sign up for a free trial or paid subscription, create an account, or correspond with us by post, phone, e-mail or otherwise.
- **Indirectly from you.** For example, through automated technologies or your interactions with us, including from observing your actions when you use our Platform.

- **From Your Company.** If your company is a Customer, we may receive personal information about you from your company for purposes of setting you up with a User account on our Services, or as otherwise required by your company for ZipRecruiter to provide the Services.
- **Third Parties.** We may receive personal information about you from various third parties, such as data analytics providers, data brokers (for business-related data), advertising networks, service providers, or other third parties that you direct to share information with us.
- **In our capacity as a service provider** (see Section 7 below).

3. **Our Business or Commercial Purposes for Collecting, Selling, or Sharing Personal Information**

A. Purposes for Collecting or Using Your Personal Information

We describe in detail in our [Privacy Policy](#) the context in which your personal information may be collected, along with how and why we use your personal information. Pursuant to the CCPA, we may use the personal information we collect for one or more of the following business or commercial purposes:

- To fulfill or meet the reason for which the personal information is provided. For example, if you provide your personal information to create an account, we will use that information to create your account.
- To create, maintain, manage, customize, and/or secure your account with us.
- To communicate with you about your account or our Platform, and to manage our relationship with you.
- To provide you with support and to respond to your inquiries, including investigating and addressing your concerns and monitor and improve our responses.
- To send you marketing communications (where you have asked us to or where permitted, and you have not otherwise opted out).
- To send you newsletters where you have indicated an interest or shown an interest based on your preferences as shown by your activity on the Website and/or your profile.
- To maintain certain of your information on a suppression list, if you've indicated to us that you don't want to be communicated in a particular way.
- To manage any promotions or competitions you entered.
- To seek your feedback via a survey that gathers your sentiments on various topics or aspects of our Platform (where you have not otherwise opted out of receiving such surveys).
- To personalize your Platform experience and to deliver content and product and service offerings relevant to your interests, including targeted offers and ads through our Website, third-party sites, and via email.
- To enable our Platform to function properly (ensure proper display of content), create and remember your account login details, and for interface personalization, such as language, or any user-interface customization.
- To provide, support, personalize, and develop our Platform.
- To process your requests, purchases, transactions, and payments, and prevent transactional fraud.
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing or collections, or manage payment disputes or issues with the Platform.

- To help maintain the safety, security, and integrity of our Platform, databases and other technology assets, and business.
- To detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, and prosecute those responsible for that activity.
- For testing, research, analysis, and product development, including to collect statistics and develop and improve our Platform.
- For debugging to identify and repair errors that impair existing intended functionality of our Platform.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- As described to you when collecting your personal information or as otherwise set forth in the CCPA.
- In connection with or during negotiations of any proposed or actual financing, merger, purchase, sale, sale or transfer of some or all of our assets or stock, joint venture, or any other type of financing, acquisition or business combination of our company, or all or any portion of our assets, or transfer of all or a portion of our business to another company, including without limitation in the event of a divestiture, restructuring, reorganization, dissolution or other event, whether as a going concern or as part of bankruptcy, liquidation or similar proceeding, in which personal information held by ZipRecruiter is among the assets transferred.

ZipRecruiter may collect or use your sensitive personal information as necessary to perform the services or provide the goods reasonably expected, or as otherwise permitted by the CCPA. Specifically, ZipRecruiter collects or uses your sensitive personal information for the following purposes:

- For Customers, where we collect an account log-in and password, this information is used to permit you to access your jobboard.io account, provide you with access to the Platform, authenticate you as a user, and for other security-related purposes.

ZipRecruiter will not collect additional categories of personal information or use the personal information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

B. Purposes for Selling or Sharing Your Personal Information

ZipRecruiter may sell or share your personal information for the following business or commercial purposes:

- To deliver targeted offers and advertisements about the Platform or other ZipRecruiter services through third-party sites, including third-party segment creation and frequency capping.
- Auditing related to counting ad impressions to unique visitors, verifying positioning and quality of ad impressions, measuring ad performance, conducting ad fraud detection, recording on ad viewability, and auditing compliance.

ZipRecruiter does not sell or share any sensitive personal information, and it does not have actual knowledge that it sells or shares personal information from individuals under 16 years of age.

4. How We Disclose Your Personal Information

A. *Disclosures of Personal Information for a Business Purpose*

We describe in detail in our [Privacy Policy](#) the context in which your personal information may be disclosed to a third party. **Table 3** below identifies the categories of personal information disclosed to third parties, service providers, or others for a business purpose in the preceding twelve (12) months.

Table 3 - Disclosures for a Business Purpose

Category of Personal Information Disclosed for a Business Purpose	Categories of Third Parties
A. Identifiers	<ul style="list-style-type: none"> ● Companies within our corporate family that comprise the ZipRecruiter Group ● Data and web analytics providers ● Vendors, service providers, and contractors ● Professional advisors ● Advertising partners ● Advertising networks
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	<ul style="list-style-type: none"> ● Companies within our corporate family that comprise the ZipRecruiter Group ● Data and web analytics providers ● Vendors, service providers, and contractors ● Professional advisors
C. Commercial information	<ul style="list-style-type: none"> ● Companies within our corporate family that comprise the ZipRecruiter Group ● Data and web analytics providers ● Vendors, service providers, and contractors ● Professional advisors
D. Internet or other similar network activity	<ul style="list-style-type: none"> ● Companies within our corporate family that comprise the ZipRecruiter Group ● Data and web analytics providers ● Vendors, service providers, and contractors ● Professional advisors ● Advertising partners ● Advertising networks
E. Geolocation data	<ul style="list-style-type: none"> ● Companies within our corporate family that comprise the ZipRecruiter Group ● Data and web analytics providers ● Vendors, service providers, and contractors ● Professional advisors ● Advertising partners ● Advertising networks
F. Inferences drawn from other personal information to create a profile	<ul style="list-style-type: none"> ● Companies within our corporate family that comprise the ZipRecruiter Group ● Data and web analytics providers ● Vendors, service providers, and contractors ● Professional advisors
G. Sensitive Personal Information	<ul style="list-style-type: none"> ● Companies within our corporate family that comprise the ZipRecruiter Group ● Data and web analytics providers ● Vendors, service providers, and contractors ● Professional advisors

In addition, ZipRecruiter may disclose any or all of the personal information identified in the categories above to the following categories of third parties for a business purpose, depending on how you interact with our Platform and/or where ZipRecruiter has an obligation to make such disclosure:

- Social networks, where you interact with such parties directly
- Third party partners that are integrated into our Platform, where you interact with such partners directly
- Government entities, where required by law or in order to comply with our legal or regulatory obligations
- Other third parties, where required by law or in order to protect our rights, or the rights of our customers or others
- Third parties, in connection with a merger, sale, or asset transfer.
- Third parties, where you have expressly consented to the disclosure your personal information

Additional information concerning the above disclosures, and the context in which your personal information may be shared with these categories of third parties, can be found in Section 6(A) of our [Privacy Policy](#).

ZipRecruiter does not use or disclose sensitive personal information, except as necessary to perform the services (as detailed further in this Privacy Notice).

B. Sale or Sharing of Personal Information

Your privacy is our priority, and we do not monetize your personal information by selling it to third parties.

After you visit our Website, you may receive targeted advertisements about the Platform or Services when you visit other websites (*i.e.*, social media sites, search engines or other websites that are unrelated to ZipRecruiter or jobboard.io) (collectively, “Other Websites”). This happens because we use third-party vendors to provide you with information about our Services based upon your interactions with our Website. We also may place third-party cookies and other tracking technologies on our Website to track your interactions with ZipRecruiter ads placed on Other Websites.

These third-party vendors may additionally collect certain personal information about you through cookies and other tracking technologies (see our Cookie Policy for more information). These third-party vendors may work with additional downstream providers in their relationship network that assist the third-party vendor in providing the advertising services to us. When personal information is disclosed by ZipRecruiter in the manner described above, it may constitute a “sale” or “sharing” of personal information under the CCPA.

Pursuant to the CCPA, in the preceding twelve (12) months, we have sold or shared the following categories of personal information for the purpose of showing you ads about our Services:

Category A: Identifiers

Category D: Internet or other similar network activity

Category E: Geolocation data

In this limited capacity, we may sell or share each of the categories of personal information listed above with to the following categories of third parties:

- Third-party advertising partners or advertising networks

The CCPA prohibits third parties who purchase the personal information we hold from reselling it unless you have received explicit notice and an opportunity to opt-out of further sales.

ZipRecruiter does not sell or share any of your sensitive personal information, and does not sell or share the personal information of consumers under 16 years of age.

5. Your Consumer Rights

The CCPA provides consumers (California residents) with specific rights regarding their personal information. This section describes your CCPA rights and explains how you can exercise them. These rights are not absolute and certain exceptions apply under the CCPA, such as when you provide personal information in your capacity an employee, owner, director, officer, or contractor of a company, partnership, sole proprietorship, non-profit, or government agency in the context of ZipRecruiter providing a service to that company, partnership, sole proprietorship, non-profit, or government agency.

If you are a California resident, and the CCPA does not recognize an exception that applies to you or your personal information, you will have the rights identified in **Table 4** below.

Table 4 - Consumer Rights

Right to Know	The right to request that we disclose to you the categories of personal information we collect, use or disclose, and information about our data practices.
Right to Access	The right to access specific pieces of personal Information or categories of personal information collected about you and to know the source from which it was collected, the business or commercial purpose for which it was collected or shared and the categories of third parties with whom the personal information was shared
Right to Delete	The right to request that ZipRecruiter delete your personal information that we have collected from you.
Right to Correct	The right to request that ZipRecruiter correct any inaccurate personal information that it maintains about you.
Right to Opt-Out of Sale or Sharing	The right to opt-out of the sale or sharing of your personal information to third parties.
Right of No Retaliation	The right not to be discriminated against because you exercised any of your CCPA rights.

6. How to Exercise Your Consumer Rights

We have designed a number of tools to help give you more control over your personal information. To exercise a CCPA consumer right as described above, you can use one of the self-serve tools described below, or otherwise submit a verifiable consumer request to us by email.

A. Correcting Inaccurate Information

For Customer Accounts: If you are a Customer with an account, and would like to correct any inaccurate personal information we hold about you, you may log in to your password-protected account, and navigate to the “My Account” tab (to update your name, email, phone number or password), “Manage User” tab (to update your name, email, or phone number) or the “Edit Account” tab (to add or change your account plan, Stripe customer token, business address and location).

Send Us an Email with Your Request: For personal information that cannot be corrected through the self-serve tools noted above, you may send an email to dsars@ziprecruiter.com (with a copy to support@jobboard.io), and specify that your request relates to the “jobboard.io website”. To submit a verifiable consumer request via email, you must email us from the email address that is associated with

your User account (if you have one) or from the email address that was originally provided to us in the context of ZipRecruiter collecting your personal information, and identify what personal information we maintain that is inaccurate and which you are unable to correct.

B. Accessing or Deleting Your Personal Information

You may send an email to dsars@ziprecruiter.com (with a copy to support@jobboard.io), and specify that your request relates to the “jobboard.io website”. To submit a verifiable consumer request via email, you must email us from the email address that is associated with your User account (if you have one) or from the email address that was originally provided to us in the context of ZipRecruiter collecting your personal information. You may be asked to provide identifying information that enables us to verify you with information in our system. Once you submit your verifiable consumer request, we will verify your identity by matching the information you provided us with information in our systems.

C. Opting Out of the Sale or Sharing of Your Personal Information

For more information, or to submit an opt-out request, you (or your authorized representative) may visit our Notice of Right to Opt-Out page or email your request to dsars@ziprecruiter.com (with a copy to support@jobboard.io), and specify that your request relates to the “jobboard.io website”. You do not need to create an account with us to exercise your opt-out request. We will only use personal information provided in an opt-out request to review and comply with the request.

You may also use an opt-out preference signal, such as the Global Privacy Control (GPC), to opt-out of the sale and sharing of your personal information in accordance with the CPRA. If you use the GPC, your request to opt-out of the sale and sharing will be linked to your browser identifier only. It will not be linked to your email address. If you would like us to make the connection between your browser and your email address, and you have not yet opted out of sale or sharing your personal information, please visit the Notice of Right to Opt Out page linked above.

D. Making a Verifiable Consumer Request

We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you. We will only use personal information provided in a verifiable consumer request to verify the requestor’s identity or authority to make the request.

Using an Authorized Agent: If you use an authorized agent to submit a consumer request, the authorized agent must provide documentation or other proof indicating that they are authorized to act on your behalf. For requests to correct, access, or delete, we may require you to verify your identity directly with us (for example, by emailing us directly from the email address associated with your Customer account), and directly confirm with us that you provided the authorized agent permission to submit the request.

If you are an authorized agent, you may make a request by emailing dsars@ziprecruiter.com (with a copy to support@jobboard.io), specifying that your request relates to the “jobboard.io website”, and providing documentation or other proof indicating that you are authorized by the consumer to act on their behalf. The agent must provide documentation necessary (as determined in ZipRecruiter’s discretion) to verify the agent has authority to act on the consumer’s behalf in relation to CCPA requests.

Limitations on CCPA Requests: You may only make a verifiable consumer request for access or data portability twice within a 12-month period. The verifiable consumer request must:

- Provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative; and
- Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

Metrics: Metrics related to CCPA requests received during the previous calendar year are available [here](#).

E. *Response Timing and Format*

We endeavor to respond to a verifiable consumer request within forty-five (45) days of its receipt. If we require more time, we will inform you of the reason and extension period in writing (email suffices). Any disclosures we provide will only cover the 12-month period preceding the verifiable consumer request's receipt. The response we provide will also explain the reasons we cannot comply with a request, if applicable.

For data access requests, we will select a format to provide your personal information that is readily usable and should allow you to transmit the information from one entity to another entity without hindrance.

We do not charge a fee to process or respond to your verifiable consumer request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

F. *Non-Discrimination*

We will not discriminate against you for exercising any of your CCPA rights. Unless permitted by the CCPA, we will not:

- Deny you goods or services.
- Charge you different prices or rates for goods or services, including through granting discounts or other benefits, or imposing penalties.
- Provide you a different level or quality of goods or services.
- Suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.

7. ZipRecruiter as a Service Provider

In certain instances, Customers hire ZipRecruiter to provide the Services on behalf of the Customer. In such a case, we process personal information under the direction of that Customer as a service provider, and we have no direct relationship with the individuals (consumers) whose personal information we process.

Where ZipRecruiter acts as a service provider, it will be subject to a separate JBIO Master Services Agreement executed or agreed to by the Customer, which expressly incorporates the Privacy and Security Addendum ("Privacy Addendum"). The Privacy Addendum requires ZipRecruiter to collect, retain, use, disclose, and/or otherwise process personal information solely as a service provider.

Where ZipRecruiter collects your personal information in the capacity of a service provider, and you seek access, or want to access, correct, amend, or delete your personal information, or have another request, we will provide you with the Customer's contact information, so you can contact them directly. In rare instances, however, circumstances may necessitate ZipRecruiter assisting you with your question or request.

8. Retention of Personal Information

Different retention periods apply for different types and categories of personal information. **Table 5** below identifies the criteria used to determine the length of time ZipRecruiter intends to retain each category of personal information. Once you request that we delete your personal information, we will do so except where we are otherwise permitted or required to retain that information in accordance with applicable laws and regulations.

Table 5 - Retention Criteria

Categories of Personal Information	Criteria Used to Determine the Applicable Retention Period
<p>A. Identifiers (e.g., name, alias, postal address, email address, telephone number, social media profile, social media address, username, unique personal identifier, online identifier, IP address, device IDs, account name, other similar identifiers)</p>	<p>To comply with our legal obligations under applicable law; to provide our Services to you or the time period that a User decides to keep their account open; the time that ZipRecruiter uses the data in furtherance of fraud prevention, security, or to otherwise help ensure the integrity of the Services; the time that ZipRecruiter uses the data in furtherance of establishing or defending a legal, regulatory, or law enforcement claim or investigation; and/or for any other permitted purpose under the CCPA.</p> <p>If you request to receive no further contact from us, we will keep some basic information about you on our suppression list in order to avoid sending you unwanted materials in the future.</p>
<p>B. Personal information categories listed in Cal. Civ. Code § 1798.80(e) (e.g., name, signature, address, telephone number, financial information)</p>	<p>To comply with our legal obligations under applicable law; to provide our Services to you or the time period that a User decides to keep their account open; the time that ZipRecruiter uses the data in furtherance of fraud prevention, security, or to otherwise help ensure the integrity of the Services; the time that ZipRecruiter uses the data in furtherance of establishing or defending a legal, regulatory, or law enforcement claim or investigation; and/or for any other permitted purpose under the CCPA.</p> <p>If you request to receive no further contact from us, we will keep some basic information about you on our suppression list in order to avoid sending you unwanted materials in the future.</p>
<p>C. Commercial information (e.g., records of products or Services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies (such as details about payments to and from</p>	<p>To comply with our legal obligations under applicable law; to provide our Services to you or the time period that a User decides to keep their account open; the time that ZipRecruiter uses the data in furtherance of fraud prevention, security, or to otherwise help ensure the integrity of the Services; the time that ZipRecruiter uses the data in furtherance of establishing or defending a legal, regulatory, or law</p>

Categories of Personal Information	Criteria Used to Determine the Applicable Retention Period
<p>you), details regarding the Services that you have subscribed to or purchased (including your Job Board name and subdomain), and details about your company or organization (such as contact information, EIN, website URL))</p>	<p>enforcement claim or investigation; and/or for any other permitted purpose under the CCPA.</p>
<p>D. Internet or other similar network activity (e.g., login data, access dates and times, browsing history, browser type and version, device information, cookie data, browser plug-in types and versions, operating system and platform and other technology on the devices used to access the Website, and other similar activity concerning an interaction with our Services)</p>	<p>To comply with our legal obligations under applicable law; to provide our Services to you or the time period that a User decides to keep their account open; the time that ZipRecruiter uses the data in furtherance of fraud prevention, security, or to otherwise help ensure the integrity of the Services; the time that ZipRecruiter uses the data in furtherance of establishing or defending a legal, regulatory, or law enforcement claim or investigation; and/or for any other permitted purpose under the CCPA.</p>
<p>E. Geolocation data (e.g., time zone setting and approximate location; latitude and longitude)</p>	<p>To comply with our legal obligations under applicable law; to provide our Services to you or the time period that a User decides to keep their account open; the time that ZipRecruiter uses the data in furtherance of fraud prevention, security, or to otherwise help ensure the integrity of the Services; the time that ZipRecruiter uses the data in furtherance of establishing or defending a legal, regulatory, or law enforcement claim or investigation; and/or for any other permitted purpose under the CCPA.</p>
<p>F. Professional or employment-related information (e.g., job title, company name, company description, company website, and favicon)</p>	<p>To comply with our legal obligations under applicable law; to provide our Services to you or the time period that a User decides to keep their account open; the time that ZipRecruiter uses the data in furtherance of fraud prevention, security, or to otherwise help ensure the integrity of the Services; the time that ZipRecruiter uses the data in furtherance of establishing or defending a legal, regulatory, or law enforcement claim or investigation; and/or for any other permitted purpose under the CCPA.</p>
<p>G. Inferences drawn from other personal information to create a profile (e.g., inferences used to reflect a User's preferences or behavior on our Platform)</p>	<p>To comply with our legal obligations under applicable law; to provide our Services to you or the time period that a User decides to keep their account open; the time that ZipRecruiter uses the data in furtherance of fraud prevention, security, or to otherwise help ensure the integrity of the Services; the time that ZipRecruiter uses the data in furtherance of establishing or defending a legal, regulatory, or law enforcement claim or investigation; and/or for any other permitted purpose under the CCPA.</p>
<p>H. Sensitive Personal Information (e.g., account log-in and password to the</p>	<p>To comply with our legal obligations under applicable law; to provide our Services to you or the time period that a User decides to keep their account open; the time that ZipRecruiter uses the data in</p>

Categories of Personal Information	Criteria Used to Determine the Applicable Retention Period
Customer's Jobboard.io account)	furtherance of fraud prevention, security, or to otherwise help ensure the integrity of the Services; the time that ZipRecruiter uses the data in furtherance of establishing or defending a legal, regulatory, or law enforcement claim or investigation; and/or for any other permitted purpose under the CCPA.

9. Changes to this California Privacy Notice

We reserve the right to change this Privacy Notice at any time. If we propose to make any material changes, we will notify you by posting a notice on the Website or by issuing an email to the email address listed by registered users prior to the changes becoming effective, and will update the Privacy Notice's effective date. You acknowledge that it is your responsibility to maintain a valid email address as a registered user, and to review the Website and this Privacy Notice periodically in order to be aware of any modifications. If you object to any changes to the revised Privacy Notice, you can stop using our Platform and close your account with us. However, if you continue to use any part of our Platform after we publish a new or updated Privacy Notice, you acknowledge that such continued use means that the treatment of your personal information will be subject to the new or updated Privacy Notice.

10. Contact Information

If you have any questions or comments about this Privacy Notice, the ways in which ZipRecruiter collects and uses your information described herein, your choices and rights regarding such use, or wish to exercise your rights under California law, please contact us by using the communication means described below.

Email: dsars@ziprecruiter.com (with a copy to support@jobboard.io)

Mailing Address: ZipRecruiter, Inc., 604 Arizona Avenue, Santa Monica, California 90401, USA, Attn: Business Affairs