

This Privacy Policy (**the "Policy"**) governs all aspects of how Combat Networks Inc. ("**Combat**" or "**the Company**") collects, uses, maintains and discloses personal information from all users of this Website ("**Users**"). The Combat Networks Privacy Code applies to the management of Personal Information in any form whether oral, electronic or written. This Policy does not govern Personal Information that Combat Networks collects from and about its customers, employees or contractors. Combat Networks is committed to protecting the confidentiality of all information entrusted to it by Users.

What Personal Information does Combat Networks collect?

Combat Networks, from time-to-time, may collect personally identifiable information ("**Personal Information**") from Users. This includes name, contact information, demographic information and work and education history ("**Resume**") that you provide and information collected electronically about how Users use our Website (e.g. via cookies) that can be used to identify the User should they visit the Website again. Combat Networks records IP addresses to help diagnose problems with its server, and to administer the Website. IP addresses are used to help identify you and to gather broad demographic information. Please note that this Policy does not cover aggregated data from which the identity of an individual cannot be determined. Combat Networks retains the right to use aggregated data in any way that it determines appropriate.

How does Combat Networks use Personal Information it has collected?

Combat Networks may, from time-to-time, use Personal Information collected through this Website to: (i) fulfill Users requests regarding staffing opportunities; (ii) contact Users directly regarding products and services offered by Combat Networks and its trusted affiliates, independent contractors and business partners; (iii) understand User preferences in order to enhance Users' experience with Combat Networks and such affiliates and business partners; and (iv) research the effectiveness of the Website and the marketing, advertising and sales efforts of Combat Networks, its trusted affiliates, independent contractors and business partners.

Combat Networks use of Personal Information is limited to these purposes. Unless permitted by law, no Personal Information about a User is collected, without first obtaining the consent of the individual to the collection, use and dissemination of that information.

Does Combat Networks Disclose Personal Information to third parties?

If consent is provided, Combat Networks will disclose Users Personal Information to prospective clients. Otherwise, Combat Networks will use all information collected from their customers for internal purposes only. Combat Networks does not sell or otherwise disclose to third parties any Personal Information that it has obtained. In the event of a sale of the assets of the Company, Combat Networks will transfer all Personal Information in its control to a third party purchaser agreeing to use Personal Information for the same reasons identified in this Privacy Policy.

Some anonymous data based on information collected from Users may be disclosed to potential and existing business partners, and investors.

Please note that there are circumstances where the use or disclosure of Personal Information may be justified or permitted or where Combat Networks is obliged to disclose information without consent. Such circumstances may include:

- Where we believe in good faith that the law requires it;
- Where Combat Networks believes, upon reasonable grounds, that it is necessary to protect the rights, privacy, safety or property of an identifiable person or group;
- Where it is necessary to protect the rights or property of Combat Networks; or
- Where the information is public.

Personal Information may also be subject to transfer to another company in the event of a change of ownership of all or part of Combat Networks. This will occur only if the parties have entered into an agreement under which the collection, use and disclosure of such information is restricted to those purposes that relate to the business transaction, including a determination whether or not to proceed with the business transaction, and is to be used by the parties to carry out and complete the business transaction.

Where obliged or permitted to disclose information without consent, Combat Networks will not disclose more information than is required.

Your Consent

Your provision of Personal Information to Combat Networks means that you agree and consent that Combat Networks may collect, use and disclose your Personal Information in accordance with this Policy. If you do not agree with these terms, you are requested not to provide any Personal Information to Combat Networks. Certain services can only be offered if you provide Personal Information to Combat Networks. Consequently, if you choose not to provide us with any required Personal Information, Combat Networks may not be able to offer you those services.

Where the collection of Personal Information is not essential to the use of the Combat Networks Website, Combat Networks provides Users with the opportunity to opt-out of receiving communications at the point where personal information about a User is requested.

Users who wish to remove their information from the Combat Networks database, in order not to receive future communications or to no longer participate in Combat Networks services should send an email to: privacy@combatnetworks.com

Maintenance and Security of Personal Information

Portions of the Combat Networks Website are password protected to help safeguard User Personal Information. A password chosen by the User provides access to the site.

As members of the Combat Networks online community, Users have access to their own information and information about positions for which they are matched. Only once an individual has provided consent will a corporate User have access to the personal information about candidates who match their requirements.

Select Combat Networks personnel have password-protected access to candidate/client information.

Combat Networks reserves the right to change passwords at any time to protect the security of the Combat Networks Website. Combat Networks requires that you keep confidential the password you select for accessing its Website. Combat Networks requires that you email it immediately at privacy@combatnetworks.com if you feel that your password has been compromised or if you forget your password. Combat Networks will issue a reminder of your password via email or change you password.

Combat Networks retains Personal Information about Users as long as Combat Networks believes it is necessary to fulfill the purpose for which it was collected. Currently, Combat Networks holds the Personal Information of candidates on a server at:

236 Westbrook Road, Ottawa, ON, K0A-1L0 and in the US – Austin, Texas.

Personal Information about Users that is maintained on our systems is protected using industry standard security measures. However, we cannot guarantee that the information submitted to, maintained on, or transmitted from our systems will be completely secure and transmission of information over the Internet is susceptible to possible loss, misrouting, interception and misuse.

Access to Personal Information held by Combat Networks Inc.

Combat Networks provides individuals with access to Personal Information held about them by the company.

Users can update or rectify their login user specific data to re-apply for general or specific career opportunities on the Website. Users can modify/edit their profiles/resumes at any time.

An individual may also request that Combat Networks delete an individual's Personal Information from Combat Networks system and records. However, due to technical constraints and the fact that Combat Networks backs up its systems, Personal Information may continue to reside in Combat Networks systems after deletion. Individuals, therefore, should not expect that their Personal Information would be completely removed from Combat Networks systems in response to an accepted request for deletion.

Where information will not or cannot be disclosed, the individual making the request will be provided with the reasons for non-disclosure. Where information will be disclosed, Combat Networks will endeavour to provide the information in question within a reasonable time and no later than thirty (30) days following the request.

To guard against fraudulent requests for access, Combat Networks will require sufficient information to allow it to confirm the identity of the person making the request before granting access or making corrections.

Amendment of Combat Networks Inc. practices and this Policy

This statement is in effect as of January 1, 2007. The Combat Networks Privacy Code applies to the management of Personal Information in any form whether oral, electronic or written. Combat Networks will from time to time review and revise its privacy practices and this Policy. In the event of any amendment, an appropriate notice will be posted on this Website. Policy changes will apply to the information collected from the date of posting of the revised Policy to Combat Networks Website as well as to existing information held by Combat Networks.

Questions

In the event of questions about: (i) access to your Personal Information; (ii) the collection, use, management or disclosure of Personal Information by Combat Networks; or (iii) this Policy, please contact: privacy@combatnetworks.com