



Last Modified: July 23, 2018

Introductions

Humans Net, Inc. ("Humans" or "We") respect your privacy and are committed to protecting it through our compliance with this policy.

This policy describes the types of information we may collect from you or that you may provide when you visit the website <http://humans.net> (our "Website") and use our "Humans.net" mobile application (collectively, the "Service") and our practices for collecting, using, maintaining, protecting, and disclosing that information.

For the purposes of EU data protection laws ("Data Protection Law"), Humans.net is data controller (i.e., the company who is responsible for, and controls the processing of, your personal data).

This policy applies to information we collect:

- On the Service;
- In telephone calls, email, text, and other electronic messages between you and Humans;
- From offline activities and communications.

It does not apply to information collected by:

- Any third party (including our affiliates and subsidiaries), including through any application or content that may link to or be accessible from or on the Service, including, without limitation, our payment processor Assembly Payments ("Assembly") or the individual service providers who collect information directly from you through our communications through our Service's functionality. Information collected by Assembly through our Service which is not held or shared with us shall be governed by Assembly's Privacy Policy, which is located at <https://assemblypayments.com/privacy>.
- A customer buying services or a service provider providing services through the chat or other messenger functionality on the Service. WE EXPRESSLY DISCLAIM ANY AND ALL LIABILITY RELATING TO THE DISCLOSURE OF INFORMATION PROVIDED TO AND/OR USED BY ANY SUCH CUSTOMER AND/OR SERVICE PROVIDER USING THE SITE'S FUNCTIONALITY.

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our Service. By accessing or using this Service, you agree to this privacy policy and our Terms of Use. This policy may change from time to time (see Changes to Our Privacy Policy). Your continued use of this Service after we make changes is deemed to be acceptance of those changes, so please check the policy periodically for updates.

Children Under the Age of 13

Our Service is not intended for children under 13 years of age. No one under age 13 may provide any information to or on the Service. We do not knowingly collect personal information from children under 13. If you are under 13, do not use or provide any information on this Service or on or through any of its features/register on the Service, make any purchases through the Service, use any of the interactive or public comment features of this Service or provide any information about yourself to us, including your name, address, telephone number, email address, or any screen name or user name you may use. If we learn we have collected or received personal information from a child under 13 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 13, please contact us at feedback@humans.net.

Information We Collect from You and Purpose of Collection

We collect several types of information from and about users of our Service, including information:

- By which you may be personally identified, such as name, postal address, e-mail address, telephone number (landline or cellular), credit card information, personal banking account information and any other information the Service collects that is defined as personal or personally identifiable information under an applicable law ("personal information"); and/or
- About your internet connection, the equipment you use to access our Service and usage details.

We collect this information:

- Directly from you when you provide it to us;
- Automatically as you navigate through the Service. Information collected automatically may include usage details, IP addresses, and information collected through cookies, web beacons, and other tracking technologies;
- From third parties, for example, our business partners, including, without limitation, Assembly, if such information is provided to us.

Information You Provide to Us:

- Information that you provide by filling in forms on our Service. This includes information provided at the time of registering to use our Service, accepting the [Terms of Use](#) in order to the services provided by Humans through use of the Service, posting material, using our chat or other messenger functionality or requesting further services or creating a profile;
- If you are a Provider, we may ask for certain verification information including your name, birthdate, address, email, phone, social security number, bank account information, and other information in order to verify your identity;
- We may also ask you for information when you enter a contest or promotion sponsored by us, and when you report a problem with our Service;

- Records and copies of your correspondence (including email addresses), if you contact us;
- Your responses to surveys that we might ask you to complete for research purposes;
- Details of transactions you carry out through our Service and of the fulfillment of your orders.

You may be required to provide financial information before placing an order through our Service;

- Your search queries on the Service.

You also may provide information to be published or displayed (hereinafter, "posted") on public areas of the Service, or transmitted to other users of the Service or third parties (collectively, "User Contributions"). Your User Contributions are posted on and transmitted to others at your own risk. Although we may limit access to certain pages, please be aware that no security measures are perfect or impenetrable. Additionally, we cannot control the actions of other users of the Service with whom you may choose to share your User Contributions. Therefore, we cannot and do not guarantee that your User Contributions will not be viewed by unauthorized persons.

Information We Collect Through Automatic Data Collection Technologies

As you navigate through and interact with our Service, we may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- Details of your visits to our Service, including traffic data, location data, logs, and other communication data and the resources that you access and use on the Service;
- Information about your computer and internet connection, including your IP address, operating system, and browser type.

The information we collect automatically is statistical data and does not include personal information, but we may maintain it or associate it with personal information we collect in other ways or receive from third parties. It helps us to improve our Service and to deliver a better and more personalized service, including by enabling us to:

- Store information about your preferences, allowing us to customize our Service according to your individual interests;
- Speed up your searches;
- Recognize you when you return to our Service.

The technologies we use for this automatic data collection may include:

- Cookies (or browser cookies). A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting you may be unable to access certain parts of our Service. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Service;
- Flash Cookies. Certain features of our Service may use local stored objects (or Flash cookies) to collect and store information about your preferences and navigations to, from, and on our Service. Flash cookies are not managed by the same browser settings as are used for browser cookies. For information about managing your privacy and security settings for Flash cookies, see [Choices About How We Use and Disclose Your Information](#);
- Web Beacons. Pages of our the Service and our e-mails may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit us, for example, to count users who have visited those pages or opened an email and for other related website statistics (for example, recording the popularity of certain website content and verifying system and server integrity).

Legal basis for processing in the EU

Legal basis for processing in the EU. In the EU, the purposes for which we process your personal data are:

- a. Where we need to perform the contract we are about to enter into or have entered into with you for the Service;
- b. Where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests;
- c. Where we need to comply with a legal or regulatory obligation in the EU.

Please contact us at feedback@humans.net if you need details about the specific legal basis we are relying on to process your personal data where more than one legal basis has been set out.

Third-Party Use of Cookies and Other Tracking Technologies

We may share, or we may permit third party online advertising networks, social media companies and other third party services, to collect information about your use of our Service over time so that they may play or display ads that may be relevant to your interests on our Service as well as on other websites or apps or on other devices you may use. Typically, though not always, the information we share is provided through cookies or similar tracking technologies, which recognize the device you are using and collect information, click stream information, browser type, time and date you visited the site, and other information. This information is used to display targeted ads on or through our Service or on other websites or apps. We or the online advertising networks use this information to make the advertisements you see online more relevant to your interests.

Some content or applications, including the payment technology, on the Service are served by third-parties, including servers, content providers, and application providers. These third parties may use cookies alone or in conjunction with web beacons or other tracking technologies to collect information about you when you use our Service. The information they collect may be associated with your personal information or they may collect information, including personal information, about your online activities over time and across different websites and other online services. We do not control these third parties' tracking technologies or how they may be used.

Opting out of Collection of your Information for Tracking

Please refer to your mobile device or browser's technical information for instructions on how to delete and disable cookies, and other tracking/recording tools. Depending on your type of device, it may not be possible to delete or disable tracking/recording mechanisms on your mobile device. Note that disabling cookies and/or other tracking tools prevents Humans or its analytics providers from tracking your browser's activities in relation to your use of the Service. However, doing so may disable many of the features available through the Service. If you have any questions about opting out of the collection of cookies and other tracking/recording tools, you can contact us directly at feedback@humans.net. Although we do our best to honor the privacy preferences of our Users, we are not able to respond to Do Not Track signals from your browser or device at this time.

How We Use Your Information

We use information that we collect about you or that you provide to us, including any personal information:

- To present our Service and its contents to you;
- To provide you with information, products, or services that you request from us, and to assist buyers and sellers of services in such transactions through the functionality of our Service;
- To fulfill any other purpose for which you provide it;
- To verify the identity of Providers.
- To provide you with notices about your account with Humans, whether by email, through the Service, or by text message.
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collection;
- To notify you about changes to our Service or any products or services we offer or provide through it;
- To allow you to participate in interactive features on our Service;
- In any other way we may describe when you provide the information;
- For any other purpose with your consent.

By providing us with any of your personal information, you hereby agree that we may contact you by, in addition to other contact methods through the Service, any of the following means provided by you: postal address, e-mail address and/or telephone number (whether through a telephone call or a text).

Disclosure of Your Information

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction.

We may disclose personal information that we collect or you provide as described in this privacy policy:

- The public and other members of the Service. Your User Contributions, and any other content you post to public areas of the Service, will be viewable by others on the Service and the public. Please do not provide personal information you would not want to be public. Additionally, if you post user content on our blog or comment on our social media sites, your information, such as your first name, last initial, state of residence, and your comments, may be displayed on our Service or on our social media pages;
- Other users of the Service. We share your information with third parties with whom you communicate with on the Service, for example, with a Provider. You control who you want to communicate with and what information you share;
- Third parties at your request. For example, you may have the option to share content or your activities on the Service with your friends through email, text or on various social media sites;
- With third parties who may have products or services we think you may enjoy;
- To contractors, service providers, and other third parties we use to support our business;
- To third parties in connection with a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by us about our Service users is among the assets transferred;
- To fulfill the purpose for which you provide it;
- For any other purpose disclosed by us when you provide the information;
- With your consent.

We may also disclose your personal information:

- To comply with any court order, law, or legal process, including to respond to any government or regulatory request;
- To enforce or apply our Terms of Use and other agreements and/or policies referenced therein;
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of Humans, our customers, our service providers or others. This includes exchanging information with other companies and organizations for the purposes of fraud protection and credit risk reduction.

Choices About How We Use and Disclose Your Information

We strive to provide you with choices regarding the personal information you provide to us. We have created mechanisms to provide you with the following control over your information:

- Tracking Technologies. You can set your browser to refuse all or some browser cookies, or to alert you when cookies are being sent. To learn how you can manage your Flash cookie settings, visit the Flash player settings page on Adobe's website. If you disable or refuse cookies, please note that some parts of this site may then be inaccessible or not function properly. You may also be able to limit interest-based advertising through the settings on your mobile device by selecting "limit ad tracking" (iOS) or "opt-out of interest based ads" (Android). To learn more about interest-based advertising and how you may be able to opt-out of some of this advertising, you may wish to visit the Network Advertising Initiative's online resources, at <http://www.networkadvertising.org/choices>, and/or the DAA's resources at www.aboutads.info/choices. Some of these opt-outs may not be effective unless your browser is set to accept cookies. Furthermore, if you use a different device, change browsers or delete the opt-out cookie, you may need to perform the opt-out task again. You may also be able to opt-out of some – but not all – interest-based ads served by mobile ad networks by visiting <http://youradchoices.com/appchoices> and downloading the mobile AppChoices app;
- Promotional Offers from us. If you do not wish to have your email address or other contact information used by Humans to promote our own or our service providers' services, you can opt-out by clicking the "Opt Out" link when presented to you or at any other time by logging into the Service and adjusting your user preferences in your account profile by checking or unchecking the relevant boxes or by sending us an email stating your request to feedback@humans.net. If we have sent you a promotional email, you may send us a return email asking to be omitted from future email distributions. This opt out does not apply to information provided to the Humans as a result of a purchase or sale of a service, product service experience or other transactions.

Accessing and Correcting Your Information

You can review and change your personal information by logging into the Service and visiting your account profile page.

You may also send us an email at feedback@humans.net to request access to, correct or delete any personal information that you have provided to us. We cannot delete your personal information except by also deleting your user account. We may not accommodate a request to change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.

If you delete your User Contributions from the Service, copies of your User Contributions may remain viewable in cached and archived pages, or might have been copied or stored by other Service users. Proper access and use of information provided on the Service, including User Contributions, is governed by our [Terms of Use](#).

Your California Privacy Rights

California Civil Code Section § 1798.83 permits users of our Service that are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please send an email to feedback@humans.net.

Your rights in respect of your personal information if you are resident in the EU

If you are located in the EU, you have the following rights in respect of your personal data that we hold:

- a. Right of access. The right to obtain access to your personal data;
- b. Right to rectification. The right to obtain rectification of your personal data without undue delay where that personal data is inaccurate or incomplete;
- c. Right to erasure. The right to obtain the erasure of your personal data without undue delay in certain circumstances, such as where the personal data is no longer necessary in relation to the purposes for which it was collected or processed;
- d. Right to restriction. The right to obtain the restriction of the processing undertaken by us on your personal data in certain circumstances, such as where the accuracy of the personal data is contested by you, for a period enabling us to verify the accuracy of that personal data;
- e. Right to portability. The right to portability allows you to move, copy or transfer personal data easily from one organization to another;
- f. Right to object. You have a right to object to processing based on legitimate interests and direct marketing.

If you wish to exercise one of these rights, please contact us using the contact details at the end of this Privacy Policy.

You also have the right to lodge a complaint to your local data protection authority. Further information about how to contact your local data protection authority is available at http://ec.europa.eu/justice/data-protection/bodies/authorities_index_en.htm.

Data Security, Storage and Transfer

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure. Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted to our Service. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the Service.

The safety and security of your information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our Service, you are responsible for keeping this password confidential. We ask you not to share your password with anyone. We urge you to be careful about giving out information in public areas of the Service like message boards. The information you share in public areas may be viewed by any user of the Service.

Your information collected through our Service may be stored and processed in the United States or any other country in which we or our affiliates or service providers maintain facilities. If you are located in the European Union or other regions with laws governing data collection and use that may differ from U.S. law, please note that we may transfer information, including personal information, to a country and jurisdiction that does not have the same data protection laws as your jurisdiction, and you consent to the transfer of information to the U.S. or any other country in which Humans or its parent, subsidiaries, affiliates, or service providers maintain facilities and the use and disclosure of information about you as described in this privacy policy. Such transfers are made pursuant to appropriate safeguards. If you wish to enquire further about these transfers, please contact us using the details set out at the end of this Privacy Policy.

For individuals based in the EU, we store personal data for as long as necessary to fulfill the purposes for which we collect the data (see above under "Information We Collect from You and Purpose of Collection"), except if required otherwise by law.

Links to Other Websites and Services

The Service may contain links to and from third party websites of our business partners, advertisers, and social media sites and our users may post links to third party websites. If you follow a link to any of these websites, please note that these websites have their own privacy policies and that we do not accept any responsibility or liability for their policies. We strongly recommend that you read their privacy policies and terms and conditions of use to understand how they collect, use, and share information. We are not responsible for the privacy practices or the content on the websites of third party sites.

Changes to Our Privacy Policy

It is our policy to post any changes we make to our privacy policy on this page with a notice that the privacy policy has been updated on the Service and Website homepage. If we make material changes to how we treat our users' personal information, we will notify you by email to the primary email address specified in your account or through a notice on the Service and Website home page. The date the privacy policy was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting our Service and this privacy policy to check for any changes.

Contact Information

To ask questions or comment about this privacy policy and our privacy practices, contact us at:

feedback@humans.net.