

Privacy Policy

Please Read This Privacy Policy (the 'policy') Carefully Before Using the Website Www.SmartCubeconsulting.com (the 'website'). By Using the Website, You Agree to Be Bound by This Policy.

SmartCube Consulting ('**SmartCube**') is the operator of the Website. This Policy describes the type of information SmartCube collects from visitors to the Website, what we do with that information, and how visitors can update and control the use of information provided on the Website. As used in this Policy, "Personally Identifiable Information" or "Personal Information" refers to any information that you provide to us that can be used to identify you or contact you directly.

If You Do Not Agree to the Terms in This Policy, We Kindly Ask You to Leave the Site.

If you have any questions or concerns regarding this privacy policy, you should contact our Customer Support Desk at support@SmartCubeconsulting.in

1. Overview

We commit to respecting your online privacy and data. We further recognize your need for appropriate protection and management of any personally identifiable information ("Personal Information") you share with us. Information that is considered personal about you by us includes, but may not be limited to, your name, e-mail address,

In order to use the Website, you may be required to register yourself by providing the following information which includes, but may not be limited to:

- Name
- E-mail Address
- Contact Number

2. Notification of Modifications and Changes to the Terms and Conditions and Privacy Policy

We reserve the right to change the Terms and Privacy Policy from time to time as seen fit, without any intimation to you, and your continued use of the Website will signify your acceptance of any amendment to these terms. You are therefore advised to re-read the Terms of Service on a regular basis. Should it be that you do not accept any of the modifications or amendments to the Terms, you may terminate your use of this service immediately.

3. Information We Collect

Certain visitors to the Website choose to interact with SmartCube in ways that require SmartCube and others to know a little bit more about them through personally-identifiable information. The amount and type of information that SmartCube gathers depends on the nature of the interaction as described below.

In each case, SmartCube collects and uses the personally-identifiable information described below only for the purpose of providing the Website and associated services.

Recruiters: Recruiters who sign up to SmartCube are eligible to submit candidates on the Website ('**Recruiter**'), will be required to provide additional information, such as name, company name, address, telephone number, email address, company website, personal description, and password amongst other information.

Candidates: If you are a candidate, we may collect your resume and any personally-identifiable information contained therein. If you are hired through the Website, we may also learn your base annual salary, and we may use this information to calculate the fee payable to the applicable Recruiter. Recruiters will not share your resume with Employers through the Website without your consent.

4. Other Information:

Log Data: Like most website operators, SmartCube collects computer-generated information of the sort that web browsers and servers typically make available, such as the user's Internet Protocol (IP) address, browser type, language preference, referring site, and the date and time of each visitor request (collectively, '**Log Data**'). SmartCubes' purpose in collecting Log Data is to better understand how SmartCubes' visitors use the Website, so that we can, among other things, improve and enhance the Website and tailor it to our users' needs and preferences. From time to time, SmartCube may release this information in the aggregate, e.g., by publishing a report on trends in usage of the Website. Finally, we may also use a person's IP address to fight spam, malware and identity theft.

Cookies: A cookie is a string of information that a website or provider of Internet-related services stores on a visitor's computer, and that the visitor's browser provides to the website or services provider each time the visitor returns. SmartCube uses cookies to develop a better understanding of how individual SmartCube users interact with and use the Website, and for the purposes for which we may use Log Data. It is possible to link cookies to personally-identifiable information. SmartCube does so, however, only to: (a) verify the identities of users (Employers or Recruiters), who previously have provided personally identifiable information and whom SmartCube must identify across multiple visits to the Website; and (b) to store the preferences of repeat users of the Website. If you do not wish to have SmartCube place cookies on your computer, you should set your browser to refuse cookies before accessing and using the Website, but be aware that certain features of the Website may not function properly without the aid of cookies.

5. External Links on Website

The website may contain hyperlinks to other websites, content or resources. We have no control over any websites or resources, which are provided by other companies or persons. You acknowledge and agree that we are not responsible for the availability of any such external sites or resources, and does not endorse any advertising, products or other materials on or available from such websites or resources. You acknowledge and agree that we are not liable for any loss or damage which may be incurred by you as a result of the availability of those external sites or resources, or as a result of any reliance placed by you on the completeness, accuracy or existence of any advertising, products or other materials on, or available from, such websites or resources. These third-party service providers and third-party sites may have their own privacy policies governing the storage and retention of your personal information that you may be subject to. We recommend that when you enter a third-party website, you review the third party site's privacy policy as it relates to safeguarding your personal information. We may use third-

party advertising companies to serve ads when you visit the website. You may visit the third party websites and choose to opt-out of the use of cookies for interest-based advertising if the third party offers such an option.

6. Our Use of Your Information

Your contact information is also used to contact you whenever necessary. We use your IP address to help diagnose problems with our server, and to administer our Website. Your IP address is also used to help identify you and to gather broad demographic information. Finally, we may use your IP address to help protect our partners and ourselves from fraud. We will continue to enhance our security procedures as new technology becomes available. We will transfer information about you if We are acquired by or merged with another company. In this event, we will notify you by email or by putting a prominent notice on the site before information about you is transferred and becomes subject to a different privacy policy.

We may release your personal information to a third-party in order comply with a Court Order or other similar legal procedure, or when we believe in good faith that such disclosure is necessary to comply with the law; prevent imminent physical harm or financial loss; or investigate or take action regarding illegal activities, suspected fraud, or violations of Our Terms of Service. We may disclose personally identifiable information to parties in compliance with our Policy as mentioned in the Terms of Service as we in our sole discretion believe necessary or appropriate in connection with an investigation of fraud, intellectual property infringement, piracy, or other unlawful activity. In such events, We may disclose name, address, country, phone number, email address and company name.

We may additionally use your personal information to:

- Administer the website and its database
- Improve your browsing experience by tailoring the website to suit your needs
- Enable your use of the products and services available on the website
- Supply to you, products and services purchased via the website
- Send you general communications and notifications relating to your account.
- Send you marketing communications relating to our business by post or, where you have specifically agreed, by email or similar technology. These communications can be unsubscribed from at any point.
- Deal with enquiries and complaints made by or about you relating to the website
- We will not provide your personal information to any third parties for the purpose of direct marketing without your prior consent.

7. Confidentiality

You further acknowledge that the Website may contain information which is designated confidential by us and that you shall not disclose such information without our prior written consent. Your information is regarded as confidential and therefore will not be divulged to any third party, unless if legally required to do so to the appropriate authorities. We will not sell, share, or rent your personal information to any third party or use your e-mail address for unsolicited mail. Any emails sent by us will only be in connection with the provision of agreed services and products.

8. Our Disclosure of Your Information

Due to the existing regulatory environment, we cannot ensure that all of your private communications and other personally identifiable information will never be disclosed in ways not otherwise described in this Privacy Policy. By way of example (without limiting and foregoing), we may be forced to disclose information to the government, law enforcement agencies or third parties. Under certain circumstances, third parties may unlawfully intercept or access transmissions or private communications, or members may abuse or misuse your information that they collect from our website. Therefore, although we use industry standard practices to protect your privacy, we do not promise, and you should not expect, that your personally identifiable information or private communications would always remain private. As a matter of policy, we do not sell or rent any personally identifiable information about you to any third party. However, the following describes some of the ways that your personally identifiable information may be disclosed:

Aggregated Information: SmartCube may share aggregated information, including Log Data, with third parties for purposes such as industry analysis, and/or demographic profiling.

Resumes: Headhunters may share candidate resumes with Employers through the Website with the consent of the Candidate.

Service Providers: We may employ third party companies to process payment, provide customer support, perform Website-related services (e.g., without limitation, maintenance services, database management, web analytics and improvement of the Website's features) or to assist us in analyzing how our Website is used. These third parties may have access to your personal information only to the extent required in order to perform these tasks on our behalf and are obligated not to disclose or use it for any other purpose. We may also provide personal information to our business partners or other trusted entities for the purpose of providing you with information on goods or services we believe will be of interest to you. You can, at any time, opt out of receiving such communications by contacting those third parties directly.

Compelled Disclosures: SmartCube cooperates with government and law enforcement officials and private parties to enforce and comply with the law. We will disclose any information about you to government or law enforcement officials or private parties as we, in our sole discretion, believe necessary or appropriate to respond to claims and legal process (including but not limited to subpoenas), to protect the property and rights of SmartCube or a third party, to protect the safety of the public or any person, or to prevent or stop activity we may consider to be, or to pose a risk of being, an illegal, unethical or legally actionable activity.

Corporate Transactions: Any information provided to us can be shared by our affiliate and group companies. If we are involved in a merger, acquisition, or sale of all or a portion of its assets, you will be notified via email and/or notice on our Website of any change in ownership or uses of your personal information, as well as any choices you may have regarding your personal information.

9. Other Information Collectors

Except as otherwise expressly mentioned in this Privacy Policy, this document only addresses the use and disclosure of information we collect from you. To the extent that you disclose your information to other parties, whether they are on our Websites or on other sites throughout the Internet, different rules may apply to their use or disclosure of

the information you disclose to them. To the extent that we use third party advertisers, they adhere to their own privacy policies. Since we do not control the privacy policies of the third parties, you are subject to ask questions before you disclose your personal information to others. Any information that you make publicly available on the site may be potentially viewed by any party, and by posting such material it is deemed that you consent to share such information with such parties.

10. Security

At SmartCube, our goal is to protect your personally identifiable information submitted to us through the Website. We are committed to protecting the security of your personal information. SmartCube will take reasonable precautions to protect personal information from loss, misuse and unauthorized access, disclosure, alteration and destruction. We instruct our employees with access to your information that it is to be used only in adherence with the principles set forth in this Policy and the laws applicable to our business.

While we strive to protect your personal or company information, we cannot guarantee or warrant the security of the information you transmit to us, and if you choose to use our Website, you do so at your own risk. You therefore agree that any security breaches beyond the control of our standard security procedures are at your sole risk and discretion.

11. Other Provisions

Opt-Out: If you no longer wish to receive materials distributed by the SmartCube mailing list, you may opt-out by using the unsubscribe link located in the email message

Links to Third-Party Websites and Services: This Policy only addresses the use and disclosure of information we collect online through this Website from users. Our Website may include links to the websites of our business partners or others. The privacy customs and policies of these sites may be different from ours. To the extent that you disclose your information to other parties or websites, you are subject to the privacy customs and policies of those parties or websites. We cannot be sure whether any third parties linked to or through our Website have privacy policies similar to ours. Therefore, we cannot be responsible for the content or the privacy practices employed by anyone else.

Children: The Website is not intended for persons under 18 years of age.

International Users: This Website is controlled, operated and administered by SmartCube from its offices within India and this Policy is provided in accordance with and subject to applicable Indian law. If you are based outside India and decide to access this Website from your location outside of India, you hereby consent to the transfer of your information to India, and its storage and use in accordance with this Policy.

Privacy Policy Changes: SmartCube may, in its sole discretion, change its Privacy Policy from time to time. If we make any material changes to the Privacy Policy we will notify you by email (sent to the email address specified in your account) or by means of a notice on this Website. SmartCube encourages visitors to frequently check this page for any changes to its Privacy Policy.

12. Disclaimer

We cannot ensure that all of your private communications and other personal information will never be disclosed in ways not otherwise described in this Privacy Policy. Therefore, although we are committed to protecting your privacy, we do not promise, and you should

not expect, that your personal information will always remain private. As a user of the Website and App, you understand and agree that you assume all responsibility and risk for your use of the website and app, the internet generally, and the documents you post or access and for your conduct on and off the Website and App. Your use of site is subjected to our Privacy Policy and Terms of conditions. If you do not agree to this we request you not to use this portal.

Contacting Us: If you have any questions about this Policy, please contact us, by sending us an email at support@SmartCubeconsulting.in