

WayUp Privacy Notice

Effective Date/Last Updated: December 14, 2023

WayUp, Inc. (collectively “WayUp”, “we”, or “our”) is committed to protecting the privacy of visitors and users. This Privacy Policy addresses WayUp’s practices regarding Personal Information (defined below) that is provided, collected, or shared on our website, applications, social media pages, or other platforms where this Privacy Policy is posted (“Site”), and in connection with providing our services (collectively, “Services”). Services and only addresses information collected directly through or from our Site – it does not address or govern any information-gathering, use, or dissemination practices related to information collected from the visitor (sometimes referred to as a “visitor,” "you" or "your") other than directly through or from our Site, such as telephone, facsimile, postal mail, personal delivery, or other or additional offline means or media.

We may modify this Privacy Notice at any time. All changes will be effective immediately upon posting to the Site. Material changes will be conspicuously posted on the Site or otherwise communicated to you.

Personal Information We Collect. We may collect a range of Personal Information. “Personal Information” means information that uniquely identifies, relates to, describes, or is reasonably capable of being associated with or linked to you. In addition to other collection methods specifically set forth herein, WayUp may collect: (a) the email addresses of users that communicate with WayUp via email; and (b) information knowingly provided by the user through our Site in informational sections, including any contact information, racial or ethnic origin, registration or application forms.

WayUp may also use Internet cookies, device identifiers, and other identifiers or methods of web analysis, such as pixels, web beacons to gather, store, and track certain information related to your visit to and activity on our Site. We process the information collected through such technologies, which may include or be combined with Personal Information, to help operate certain features of the Site, to enhance your experience through personalization, and to help us better understand the features of the Site that you and other users are most interested in. If you are uncomfortable with the idea of your information being used in this way, most computer systems and web browsers offer privacy settings and options, such as disabling cookies. WayUp does not override these settings or options, and encourages you to use them to enhance your choices and personalize your experiences. However, in order to access certain content, features, services, products or benefits on our Site, you may be required to provide WayUp with certain information, including some types of Personal Information such as your email, educational institution, business affiliation, address,

and phone number. If you do not wish to provide such information through our Site or if you opt to utilize the aforementioned privacy features of your computer system or web browser, you may not be able to obtain certain content, features, Services, products or benefits of our Site.

Some of our service providers or plug-ins may use cookies or other methods to gather information regarding your use of the Site and may combine the information in these cookies with any Personal Information about you that they may have. The use of such tracking information by a third party depends on the privacy notice of that third party. We do not respond to Do Not Track (“DNT”) signals sent to us by your browser at this time. To learn more about how DNT works, please visit <http://allaboutdnt.com/>.

We use Google Ads to serve ads across various websites. Google uses Cookies to collect data about your visits to the Site to generate targeted advertisements to you on other websites that you visit. To opt-out of this type of advertising by Google, to customize your ad preferences, or to limit Google’s collection or use of such data, visit [Google’s Safety Center](#) and [Google’s Ad Settings](#) and follow [Google’s personalized ad opt-out instructions](#). Opting out will not affect your use of the Site.

We use third parties and/or service providers to provide interest-based advertising services. These services may serve advertisements on our behalf that are customized based on predictions about your interests generated from your visits to websites (including this Site) over time and across different websites. The data collected may be associated with your Personal Information. These advertisements may appear on the Site and on other websites, and may be sent to you via email.

To change your preferences with respect to certain online ads or to obtain more information about ad networks and online behavioral advertising, visit [National Advertising Initiative Consumer opt-out page](#) or the [Digital Advertising Alliance Self-Regulatory Program](#). Changing your settings with individual browsers or ad networks will not necessarily carry over to other browsers or ad networks. As a result, depending on the opt-outs you request, you may still see our ads. Opting-out of targeted advertising does not opt you out of all ads, just those targeted to you.

We use analytics services, including Google Analytics 4 (GA4), to assist us with analyzing our website traffic through cookies and similar technologies. To learn more about how Google uses data, visit [Google’s Privacy Policy](#) and Google’s page on

“How Google uses data when you use our partners’ sites or apps.” You may download the Google Analytics Opt-out Browser Add-on for each web browser you use, but this does not prevent the use of other analytics tools. To learn more about Google Analytics cookies, visit Google Analytics Cookie Usage on Websites.

Use of Personal Information Collected. Personal Information collected by WayUp may be used by WayUp for limited purposes, including recordkeeping, editorial and feedback purposes, comply with applicable legal or regulatory requirements and our policies, meeting our contractual requirements, antifraud purposes and protect against criminal activity, content improvement, data analysis and other analytics purposes, audits, or to customize the content and layout of our Site. Personal Information, such as names, postal and email addresses, phone numbers, and other Personal Information voluntarily provided to WayUp may be added to WayUp’s databases and used for future contact regarding updates to our Site or new services provided by WayUp. From time to time, WayUp may need to contact you regarding information you submitted to WayUp. You agree that WayUp may use your Personal Information for such contact with you. WayUp may also desire to contact you for market research purposes or to provide you with marketing information that WayUp believes would be of particular interest. You will have the option of not being contacted by WayUp and opting-out of such contacts by selecting the opt-out option in your profile. You may also opt-out from receiving certain messages in the manner set forth below.

Disclosure of Personal Information to Third parties. Except as specifically set forth herein, any Personal Information that you provide to WayUp through our Site will not be disclosed to third parties not affiliated with WayUp. Notwithstanding the foregoing, any information you submit to WayUp, including any Personal Information you include in your personal profile with our Site, may be viewed and accessed by others, and may be indexed and displayed through our Site’s internal search engines and other publicly accessible search engines. Your Personal Information may also be disclosed to third parties in order to verify that information, including by contacting your educational institution or business affiliation, and in order to provide you with the Services requested through our Site, including to third party payment processors for the processing of payments. Personal Information may be used by WayUp approved third party vendors to assist WayUp in providing, improving, analyzing, and securing our Site. Identifying and non-identifying user information and data may also be disclosed or distributed to a third party with which WayUp enters or reasonably may enter into a corporate transaction, such as, for example, a merger, consolidation, acquisition, or asset purchase, or to a third party pursuant to a subpoena, court order, or other form of legal process, in response to a request by or on behalf of any local, state, federal, or other government agency, department, or body, whether or not pursuant to a subpoena, court order, or other form of legal process, or if determined by WayUp in its sole judgment that such disclosure or distribution is appropriate to

protect the life, health, or property of WayUp or any other person or entity. In addition, identifying and non-identifying user information and data may be provided to third parties that contract with WayUp to provide products, information, or other services that WayUp believes that visitors to our Site may be interested in obtaining. While WayUp may undertake efforts to see that any third party to which WayUp discloses Personal Information is under an obligation to use the Personal Information solely for the purposes for which the information was disclosed, such third parties are independent third parties over which WayUp exercises no control. WayUp is not responsible for, and will not be liable for, the conduct, actions, omissions, or information handling or dissemination practices of third parties.

Links to Other Services. Our Site may also contain links to third party websites. Our Site may contain links to other Internet websites for the convenience of users in locating information, products, or services that may be of interest. If you access a third party website from a link on our Site, any Personal Information you disclose on that website is not subject to this Privacy Policy. It is possible that these links may be used by third parties or others to collect personal or other information about you. WayUp is not responsible for the privacy practices of such websites, advertisers, or third parties or the content of such websites and it is your sole obligation to review and understand the privacy practices and policies of these other websites. WayUp does not control these third parties' use of cookies, collection of information, or how they manage such information. It is solely your obligation to review and understand the privacy practices and policies of these other websites, advertisers and any third parties. We urge you to read the privacy policies of other websites before submitting any information to those websites.

Comments and User Content. All materials or comments posted to public areas of our Site are public. Please refer to the Terms and Conditions for further details concerning User Content and other materials submitted to our Site. As such, WayUp assumes no liability for the accuracy of such information, no duty to update or correct such information, and no liability for such communications arising under the laws of copyright, libel, privacy, obscenity, or otherwise.

Security Measures and Communicating with WayUp. Please be advised that the security and confidentiality of any communication or material transmitted through the Internet or any wireless network, including via our Site, email or text messages, cannot be and is not guaranteed. We use our commercially reasonable efforts to protect the confidentiality and security of Personal Information we process. However, you acknowledge that the technical processing and transmission of our Site's content may be transferred unencrypted and may involve: (a) transmissions over various networks; and (b) changes to conform and adapt to technical requirements of connecting networks or devices. Accordingly, WayUp is not responsible for the security of information transmitted via the Internet or any wireless network.

How Long Do We Retain Your Personal Information? We will keep your Personal Information for the period necessary to fulfill the purposes described in this Privacy Policy, unless a longer retention period is permitted or required by law.

Your Choices and Controls Depending on where you live, you may have the right to exercise certain controls and choices regarding our collection, use, and sharing of your Personal Information. Upon your request, WayUp may provide you with a summary of any Personal Information retained by WayUp that has been voluntarily provided by you to WayUp through email, contact forms, or other online avenues. You may modify, correct, change, delete, receive, or update this information by contacting WayUp at the email address set forth below. In addition, except as necessary to obtain the services or information requested through our Site, you may opt out of having your Personal Information prospectively retained by WayUp by contacting WayUp at the email address set forth below. This provision does not apply to collection of information through the standard data tracking features of our Site, such as Internet cookies and other identifiers or methods of web analysis, or to any other information that does not meet the description hereunder. As set forth above, many computer systems and web browsers offer privacy settings and options that may allow you to opt-out of some of these data tracking and collection methods.

If you wish to opt-out of receiving promotional emails at any time, please click the “unsubscribe” link at the bottom of the email.

You may also opt-out from receiving further text messages by: texting STOP in response to our text message; by emailing your request to us at info@wayup.com, or by calling us at the phone number listed below.

Please also be advised that your desire to opt-out of future communications will not be effective (nor will your Services registration or account be terminated) simply by deleting our App from your mobile device. Opting-out from promotional emails becomes effective only by following the process described above. Your Services registration and account can only be terminated by following the procedures described in WayUp's Terms and Conditions.

Children’s Privacy. We do not knowingly collect or solicit any Personal Information from children under the age of 16. In the event that we learn that we have collected Personal Information from a child, we will promptly take steps to delete that information. If you are a parent or legal guardian and think your child has given us their Personal Information, you can email us at info@wayup.com or contact us at the phone number listed below.

Right to Change Privacy Policy. WayUp reserves the right at any time to modify, alter or update this Privacy Policy. Your use of our Services or Site following any changes means that you agree to follow and be bound by the Privacy Policy as

changed. Any change to this Privacy Policy shall be effective as to any visitor who has visited our Site before the change was made. It is the obligation of users visiting our Site before the change to learn of changes to the Privacy Policy since their last visit.

Email, SMS, and Push Notification Communications. We may communicate with you via email, SMS or other text message (“Text Message”) or push notifications, to the extent you permit us to do so, and we may collect information regarding such communications, such as confirmation when you open an email, read a Text Message or receive a push notification. We use this information to improve our Site, including without limitation our customer service. We will never share this information with a third party, except as expressly provided in our Privacy Policy. You may opt-out of receiving these messages at any time by sending us a request at info@wayup.com, and, if you have previously elected to receive Text Messages from WayUp, you may also opt out by responding “STOP” to any Text Message. You acknowledge that opting out of receiving text (SMS) messages may impact your use of the Services.

If you have any questions or need to contact us, we recommend you reach out to info@wayup.com. For phone, you may contact +1 (718) 377-0291. If your question is urgent, we recommend you contact us by email.

California residents

This Section applies to our collection and use of Personal Information if you are a resident of California, as required by the California Consumer Privacy Act of 2018 and its implementing regulations, as amended by the California Privacy Rights Act (the “CCPA”). This Section describes (1) the categories of Personal Information, collected and disclosed by us, (2) your privacy rights, and (3) how to exercise your rights.

If you would like to receive a copy of this Section in an alternate format (e.g., printable) or language, please contact us using the information provided in the Contact Us section below.

When we use the term “Personal Information” in this section, we mean information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household.

WayUp makes the following disclosures regarding the categories of Personal Information (enumerated in Section 1798.140(o)(1) of the CCPA) that we have collected within the last 12 months

Category of Personal Information	Collected	Category of Source from which Personal Information is Collected	Purpose of Collection	Third Parties to whom Personal Information is Disclosed for a Business Purpose	Third Parties to whom Personal Information is Sold or Shared	Retention Period
Identifiers	Yes	Directly from you; Cookies and other tracking technologies	For use in WayUp apps and to share with Customers for recruitment and hiring purposes	Service Providers	We do not sell or share this Information	No longer than 7 years
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))	Yes	Directly from you; Our Customers; Sourcing Partners	See section above titled "How do we use Candidate Personal Information?"	Service Providers	We do not sell or share this category of Personal Information	No longer than 7 years

Protected classification characteristics under California or federal law	Yes	Directly from you; Our Customers; Sourcing Partners	For use in WayUp apps and to share with Customers for recruitment and hiring purposes	Service Providers	We do not sell or share this category of Personal Information	No longer than 7 years
Commercial information	No	N/A	N/A	N/A	N/A	N/A
Biometric information	No	N/A	N/A	N/A	N/A	N/A
Internet or other similar network activity	Yes	Cookies and other tracking technologies	To gather information about the use of the Site and Apps. To improve the use of the Site and Apps and make suggestions based on your location	Service Providers	We do not sell or share this information	1 year

Geolocation data	Yes	Cookies and other tracking technologies	To gather information about the use of the Site and Apps. To improve the use of the Site and Apps and make suggestions based on your location	Service Providers	We do not sell or share this category of Personal Information	1 year
Sensory data	No	N/A	N/A	N/A	N/A	N/A
Professional or employment-related information	Yes	Directly from you; Our Customers; Sourcing Partners	For use in WayUp apps and to share with Customers for recruitment and hiring purposes	Service Providers	We do not sell or share this category of Personal Information	No longer than 7 years

Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99))	Yes	Directly from you; Our Customers; Sourcing Partners	For use in WayUp apps and to share with Customers for recruitment and hiring purposes	Service Providers	We do not sell or share this category of Personal Information	No longer than 7 years
Inferences drawn from other personal information	Yes	Internally derived	For use in WayUp apps and to share with Customers for recruitment and hiring purposes	Service Providers	We do not sell or share this category of Personal Information	No longer than 7 years
Sensitive Personal Information	Yes	Directly from you; Our Customers; Sourcing Partners	For use in WayUp apps and to share with Customers for recruitment and hiring purposes	Service Providers	We do not sell or share this category of Personal Information	No longer than 7 years

If you are a resident of California, you have the following rights:

Privacy Right	Description
Notice	The right to be notified of what categories of Personal Information will be collected at or before the point of collection and the purposes for which they will be used and shared.
Access	The right to request the categories of Personal Information that we collected in the previous twelve (12) months, the categories of sources from which the Personal Information was collected, the specific pieces of Personal Information we have collected about you, and the business purposes for which such Personal Information is collected and shared. You may also have the right to request the categories of Personal Information which were disclosed for business purposes, and the categories of third parties in the twelve (12) months preceding your request for your Personal Information.
Erasure	The right to have your Personal Information deleted. However, please be aware that we may not fulfill your request for deletion if we (or our service provider(s)) are required or permitted to retain your Personal Information for one or more of the following categories of purposes: (1) to complete a transaction for which the Personal Information was collected, provide a good or service requested by you, or complete a contract between us and you; (2) to ensure our website integrity, security, and functionality; (3) to comply with applicable law or a legal obligation, or exercise rights under the law (including free speech rights); or (4) to otherwise use your Personal Information internally, in a lawful manner that is compatible with the context in which you provided it.
Correction	You have the right to request that we correct any incorrect personal information that we collect or retain about you, subject to certain exceptions. Once we receive and confirm your verifiable consumer request (see below), we will correct (and direct any of our service providers that hold your data on our behalf to correct) your personal information from our records, unless an exception applies. We may deny your correction request if (a) we believe the personal information we maintain about you is accurate; (b) correcting the information would be

	impossible or involve disproportionate; or (c) if the request conflicts with our legal obligations.
Automated Decision Making	You have the right to request information about the logic involved in automated decision-making and a description of the likely outcome of processes, and the right to opt out. Wayup does not currently engage in any automated decision-making practices.
To Opt Out of Sales or Sharing of Personal Information	You can request to opt out of us selling or sharing your Personal Information. To exercise this right please click here and follow the instructions to submit your request. As noted above, in the past 12 months we may have enabled advertisers to collect certain information, which the advertisers may use to improve their interest-based advertising networks, and this may be considered a “sale” or “share” under the CCPA. Except under these circumstances, WayUp does not sell or share your Personal Information.
Limit Use of Sensitive Personal Information	WayUp does not use or disclose Sensitive Personal Information other than for the purpose for which it was originally collected that are reasonably expected by the average consumer. However, if we used or disclosed Sensitive Personal Information for other purposes, you would have the right to opt out.

Only you, or a person registered with the California Secretary of State that you authorize to act on your behalf, may make a request related to your Personal Information.

You may only make a request for access twice within a 12-month period. The 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.
- Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it

We must verify your identity before fulfilling your requests. If we cannot initially verify your identity, we may request additional information to complete the verification process. We will only use Personal Information provided in a request to verify the requestor's identity. If you are an authorized agent making a request on behalf of a California consumer, we will also need to verify your identity, which may require proof of your written authorization or evidence of a power of attorney.

We endeavor to respond to requests within the time period required by applicable law. If we require more time, we will inform you of the reason and extension period in writing.

We do not charge a fee to process or respond to your 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.

We cannot respond to your request or provide you with Personal Information if we cannot verify your identity and confirm the Personal Information relates to you. Making a verifiable consumer request does not require you to create an account with us.

We may deny certain requests, or only fulfill some in part, as permitted or required by law. For example, if you request to delete Personal Information, we may retain Personal Information that we need to retain for legal purposes.

To exercise your California rights described in this section, please contact us at privacy@wayup.com. WayUp will not discriminate against you in the event you exercise any of the aforementioned rights under CCPA, including, but not limited to, by:

- denying goods or services to you;

- charging different prices or rates for goods or services, including through the use of discounts or other benefits or imposing penalties;
- providing a different level or quality of goods or services to you; or
- suggesting that you will receive a different price or rate for goods or services or a different level or quality of goods or services.

Connecticut residents

This section supplements the above Privacy Policy and addresses specific disclosures required under the Connecticut Data Privacy Act.

We collect Personal Information, and disclose your Personal Information to third parties, as described in the “California residents” section above.

If you are a resident of Connecticut, you have the following rights regarding your Personal Information:

- Access: The right to know what Personal Information we have collected about you and to access such Personal Information
- Data portability: The right to receive a copy of your Personal Information in a portable and readily usable format.
- Deletion: The right to delete your Personal Information that we have obtained, subject to certain exceptions.
- Correction: The right to correct inaccuracies in your Personal Information.
- Opt out of certain processing: The right to opt out of the processing of your Personal Information for purposes of (a) targeted advertising, (b), the sale of your Personal Information; or (c) profiling in furtherance of decisions that produce legal or similarly significant effects concerning you.

To submit a request, please contact us at privacy@wayup.com. WayUp will not discriminate against you in the event you exercise any of the aforementioned rights under CCPA, including, but not limited to, by:

- denying goods or services to you;
- charging different prices or rates for goods or services, including through the use of discounts or other benefits or imposing penalties;
- providing a different level or quality of goods or services to you; or
- suggesting that you will receive a different price or rate for goods or services or a different level or quality of goods or services.

To the extent we collect sensitive Personal Information (as defined under the Connecticut Data Privacy Act), you have the right to consent to the processing of your sensitive Personal Information.

We use cookies and other technologies to allow us and third parties to collect certain Personal Information that is used for various purposes, including targeted advertising. To exercise your right to opt out of targeted advertising, please click [here](#).

You can request to opt out of us selling or sharing your Personal Information. To exercise this right please click [here](#) and follow the instructions to submit your request.

We will respond to your requests as required by the Connecticut Data Privacy Act. Once you have submitted a request, we will respond to you within forty-five (45) days. If, for some reason, you do not receive a response within forty-five (45) days of your submitted request, please send an email to privacy@wayup.com.

Before responding to your request, we will need to verify your identity. If we cannot verify your identity within the forty-five day (45) time period, we may deny the request. If necessary, we may take up to an additional forty-five (45) calendar days to respond to a request, for a maximum total of ninety (90) calendar days from the date the request is received; provided that we contact you with an explanation of the reason why we will take more than forty-five (45) days to respond to the request. If we are unable to assist you, we will notify you within forty-five (45) days of the date you submitted the request and provide you with notice and an explanation of the reason why we are not able to fulfill your request, including how to appeal our determination.

If your request is denied, please send us an email to privacy@wayup.com and attach the communication from us explaining why we were unable to fulfill your request as well as your response to the reason we provided for not fulfilling your request. We will respond within a reasonable time or sixty (60) days of receipt of your appeal. If your appeal is denied, you may submit a complaint to the Connecticut State Attorney General through its [website](#) regarding the denial of your request.

WayUp GDPR Privacy Notice

This privacy notice applies to EU/EEA residents accessing WayUp's services from the EU/EEA and will explain how we use the personal data we collect from you when you use our website.

Topics:

- What data do we collect?
- How do we collect your data?
- How will we use your data?

- How do we store your data?
- Marketing
- What are your data protection rights?
- What are cookies?
- How do we use cookies?
- What types of cookies do we use?
- How to manage your cookies
- Privacy policies of other websites
- Changes to our privacy policy
- How to contact us
- How to contact the appropriate authorities

What data do we collect?

WayUp collects the following data:

- Personal identification information (name, email address, phone number, etc.)
- Information on your resume
- Information you voluntarily submit to potential employers.
- Information from you interacting with our website, or communicated voluntarily by you via email or phone call

How do we collect your data?

You directly provide WayUp with most of the data we collect. We collect data and process data when you:

- Register online or place an order for any of our products or services.
- Voluntarily complete a customer survey or provide feedback on any of our message boards or via email.
- Use or view our website via your browser's cookies.
- When you communicate with us via email or phone call

WayUp may also receive your data indirectly from the following sources:

- When you click out from a job listing on WayUp to an employer's career sites, some employers use tracking pixels and/or manual methods to inform us that you have completed the application with that employer.

How will we use your data?

WayUp collects your data so that we can:

- Process your instructions and manage your account
- Submit your application(s) to potential employers
- Contact you with roles and opportunities we think you might like
- Allow employers to manage candidates throughout the employment process

When WayUp processes your order, it may send your data to, and also use, the resulting information from credit reference agencies to prevent fraudulent purchases.

How do we store your data?

WayUp securely stores your data on Amazon and Google Cloud Services in the USA, using commercially reasonable security practices.

WayUp is both a Controller and a Processor, depending on the circumstance. You have the ability to access and modify your data when it is on our platform.

WayUp is also a platform for employers. When you submit an application on WayUp, you authorize WayUp to share your personal data with employers for the purposes of your job application, and you enter into a new direct data relationship with that employer. To exercise your GDPR rights, please contact them directly, as beyond the point of application WayUp does not have access to this data once it is sent to them.

Marketing

WayUp would like to send you information about products and services of ours that we think you might like.

If you have agreed to receive marketing, you may always opt out at a later date.

You have the right at any time to stop WayUp from contacting you for marketing purposes or giving your data to other members of the WayUp Group.

If you no longer wish to be contacted for marketing purposes, please click [here](#).

What are your data protection rights?

WayUp would like to make sure you are fully aware of all of your data protection rights. Every user is entitled to the following:

The right to access – You have the right to request WayUp for copies of your personal data. We may charge you a small fee for this service to cover the costs of retrieval.

The right to rectification – You have the right to request that WayUp correct any information you believe is inaccurate. You also have the right to request WayUp to complete the information you believe is incomplete. This right exists within reason: we will correct or complete information as you request, but we cannot always modify sections of structured data, for example by creating new categories of majors of study, universities that we do not support. You are in no way required to supply information on your profile that is inaccurate purely because we do not support it, and we ask you not to do so.

The right to erasure – You have the right to request that WayUp erase your personal data, under certain conditions.

The right to restrict processing – You have the right to request that WayUp restrict the processing of your personal data, under certain conditions.

The right to object to processing – You have the right to object to WayUp’s processing of your personal data, under certain conditions.

The right to data portability – You have the right to request that WayUp transfer the data that we have collected to another organization, or directly to you, under certain conditions.

If you make a request, we have one month to respond to you. If you would like to exercise any of these rights, please contact us at our email: privacy@wayup.com

Call us at: +1 (718) 377-0291

Or write to us: privacy@wayup.com with the subject line of “GDPR Request”.

Emails with any other subject line cannot be guaranteed to be responded to within the same timeframe.

EU Representative:

If you are an individual in the EU, you can also contact Jack Baylor, who is based in the Republic of Ireland and has been appointed as WayUp’s representative in the EU pursuant to Article 27 of the GDPR on matters related to the processing of personal data activities that take place in the EU. To make such an inquiry, please write to Jack Baylor at 2 Ashton Place, Gardiner’s Hill, Cork, Ireland.

Cookies

Cookies are text files placed on your computer to collect standard Internet log information and visitor behavior information. When you visit our websites, we may collect information from you automatically through cookies or similar technology.

For further information, visit allaboutcookies.org.

How do we use cookies?

WayUp uses cookies in a range of ways to improve your experience on our website, including:

- Keeping you signed in
- Understanding how you use our website
- To improve website usability
- To improve your website experience
- To identify when you complete a job application on an employer's website that began on WayUp

What types of cookies do we use?

There are a number of different types of cookies, however, our website uses:

- **Functionality** – WayUp uses these cookies so that we recognize you on our website and remember your previously selected preferences. These could include what language you prefer and location you are in. A mix of first-party and third-party cookies are used.
- **Advertising** – WayUp uses these cookies to collect information about your visit to our website, the content you viewed, the links you followed and information about your browser, device, and your IP address. WayUp sometimes shares some limited aspects of this data with third parties for advertising purposes. We may also share online data collected through cookies with our advertising partners. This means that when you visit another website, you may be shown advertising based on your browsing patterns on our website.

How to manage cookies

You can set your browser to not accept cookies, and the above website tells you how to remove cookies from your browser. However, in a few cases, some of our website features may not function as a result.

Privacy policies of other websites

The WayUp.com website contains links to other websites. Our privacy notice applies only to our website, so if you click on a link to another website, you should read their privacy notice.

Changes to our privacy policy

WayUp keeps its GDPR privacy notice under regular review and places any updates on this web page.

How to contact us

If you have any questions about WayUp's privacy policy, the data we hold on to you, or you would like to exercise one of your data protection rights, please do not hesitate to contact us.

Email us at: privacy@wayup.com with the subject line of "GDPR Request"

Call us: +1 (718) 377-0291

Or write to us at:

WayUp, Inc.

Attn: GDPR/Privacy

55 E. Monroe, Suite 3600, Chicago, Illinois 60603