

## PRIVACY POLICY

Vet Jobs America, Inc.

Effective Date: [Insert Effective Date]

Vet Jobs America, Inc. ("Vet Jobs America," "we," "our," or "us") respects your privacy and is committed to protecting the personal information of individuals who visit our website or use our services. This Privacy Policy explains how we collect, use, store, and protect your information when you interact with Vet Jobs America, Inc.

This policy is designed to comply with applicable privacy laws, including the General Data Protection Regulation (GDPR) where applicable.

### 1. Company Information

Vet Jobs America, Inc.

CEO: Mr. William deLuze

Email: BillD@VetJobsAmerica.org

Retired Executive Vice President: 1SG Benjamin Roberts (Ret.)

Email: BenR@VetJobsAmerica.org

### 2. Information We Collect

We may collect personal information that you voluntarily provide when you:

- Submit a contact form
- Apply for employment opportunities
- Register for services

- Communicate with us

Information collected may include:

- Name
- Email address
- Phone number
- Mailing address
- Resume or CV
- Employment history
- Military service background (if voluntarily provided)

Technical data may also be collected such as:

- IP address
- Browser type
- Device information
- Website usage data

### 3. How We Use Your Information

We may use your information to:

- Provide veteran employment connection services
- Communicate regarding opportunities or services
- Respond to inquiries
- Improve our website and services
- Maintain security
- Comply with legal obligations

#### 4. Legal Basis for Processing (GDPR)

Processing may occur under:

- Consent
- Contractual necessity
- Legitimate interests
- Legal obligations

#### 5. Cookies and Tracking

Our website may use cookies to improve functionality, analyze traffic, and remember user preferences. Users can disable cookies in their browser settings.

#### 6. Sharing Information

Vet Jobs America, Inc. does not sell personal information. Information may be shared with:

- Employers seeking veteran candidates
- Service providers assisting website operations
- Authorities when required by law

#### 7. Data Retention

Personal data will be retained only as long as necessary to fulfill the purposes outlined in this policy or to comply with legal requirements.

#### 8. Data Security

We implement reasonable administrative, technical, and physical safeguards to protect personal information.

#### 9. Your GDPR Rights

Individuals located in the European Economic Area may have the right to:

- Access their data
- Correct inaccurate data
- Request deletion
- Restrict processing
- Data portability
- Object to processing
- Withdraw consent

#### 10. Third-Party Links

Our website may contain links to external websites. We are not responsible for their privacy practices.

#### 11. Children's Privacy

Our services are not directed to individuals under the age of 18.

#### 12. International Data Transfers

Data may be processed in the United States or other jurisdictions where laws may differ.

#### 13. Policy Updates

This Privacy Policy may be updated periodically. Changes will be posted with a revised effective date.

#### 14. Contact Information

Vet Jobs America, Inc.

Mr. William deLuze, CEO

BillD@VetJobsAmerica.org

1SG Benjamin Roberts, Ret. Executive Vice President

BenR@VetJobsAmerica.org