

PRIVACY POLICY

We are committed to safeguarding the privacy of our users [Members] while providing personalized career management services on our websites.

Note: Any reference to "we," "us", "our website" or LaoJee, LaoJee Jobs are references to the www.LaoJee.com site (the "Website" or "LaoJee"). LaoJee provides links to the websites of many other companies to which this policy does not apply. We cannot, and do not, assume responsibility for the privacy or information policies, practices or actions of any third parties.

We at LaoJee are committed to good privacy practices regarding your personally identifiable information. Your loyalty as a job seeker, client, employer customer or visitor is important, and we hope that our concerns regarding your privacy, as described in this policy (the "Privacy Policy" or "Policy"), demonstrate our commitment to making your experience with LaoJee an enjoyable and satisfying one.

If you have questions or any complaints regarding our privacy policy or practices, please contact us at INQUIRY@LaoJee.com.

Although we respect the privacy of all those who visit our Website and use our online services, we do collect information from our visitors, including job seekers and customers. This Privacy Policy governs your interaction with the Website and your registration for and use of our online services (collectively, the "Services"). Except as set forth within this Privacy Policy and our Terms of Use Agreement and other published guidelines, we may release Job Seekers personally identifiable information [Resume, email address, postal address and other personal information including but not limited to Job Seeker's picture] with or without their [Job-Seeker's] permission. In case of any conflict or deviation in this or any other document, LaoJee Terms and Conditions shall be regarded as final which supersedes and prevail over for implementation purposes.

LaoJee Jobs takes the privacy of its users very seriously. We strive to provide a safe, secure user experience. This Privacy Policy details the online data collection and usage policies and practices that apply to the LaoJee Jobs - LaoJee.com web site and does not apply to information we collect in any other form.

The LaoJee Jobs site contains links to other web sites over which we have no control. We are not responsible for the privacy policies or practices of other web sites to which you choose to link from our site. We encourage you to review the privacy policies of those sites so you can understand how they collect, use and share your information.

Usage and Information Collection by LaoJee Jobs

When you create profile by registering on our site, we request the following personally identifiable information from you: your name, address, e-mail address, telephone number, physical address, and date of birth. We also collect demographic information that is not unique to you such as gender, interests and favorites.

We also gather information about our users' use of LaoJee Jobs, such as what areas of the site you visit and what services you access. We collect your IP address, browser type, domain names, access times and referring Web site addresses. This information is logged to help diagnose technical problems, as well as administer the site in order to constantly improve the quality of our site and service to you. We may also track and analyze aggregate usage and volume statistics from our site to improve the services we offer on our site. None of this information is linked to your personally identifiable information.

If you choose to use our referral service to tell a friend about LaoJee Jobs or refer a job posting to a friend, we will ask you for your friend's email address. We will automatically send your friend a one-time email inviting him or her to visit the LaoJee Jobs website or view the job posting. This information is used for no other purpose than to send out this one time email. We provide you two options to allow you to refer

your friends to our site. When you choose to access your email account from your LaoJee Jobs account, and send your personal contacts an email, we only use the email information you select by checking the box next to each email to service your request to send this one time email from your account.

We do not store any email information from your email account without your explicit consent. You can also enter a friend's email directly into the 'Invite Colleagues' email field. We do not store this information nor is it shared with any third parties for their promotional purposes.

Our Use of Your Information

We use the information we gather on LaoJee Jobs, whether personal, demographic, aggregate or technical, for the purpose of operating and improving the LaoJee Jobs web site, creating a positive user experience, and delivering the tools and services that we offer.

We use your email information to send you notifications from our site that you elect to receive such as job alerts along with email newsletters. We send notification emails rarely such as to notify you of any technical issues or service related issues that may affect your access to the site. You generally cannot opt-out of these kinds of communications. You can opt out of receiving newsletters from our site by clicking unsubscribe link at the bottom. If you use a bulletin board or chat room on this website, you should be aware that any personally identifiable information you submit there can be read, collected or used by other users of these forums, and could be used to send you unsolicited messages. We are not responsible for the personally identifiable information you choose to submit in these forums. We obtain your explicit consent prior to posting your testimonial on our site.

Disclosure of Personal Information to Third Parties

We do not disclose your personally identifiable information to third parties for their promotional purposes. However, please note that LaoJee Jobs are one of the leading online Headhunters and provide CVs [with and without contact details] to local and International Employers for their review and evaluation purposes. Thereafter Employers through LaoJee Jobs may contact you for any your availability, potential interview, salary matters, contact details or hiring information, etc.

We use third party service providers to administer some of our services to you on our site. We use third party service providers to administer payments and process your credit card information when you purchase our products & services. We also use a third-party service provider to host our website as well as serve you with our newsletters via email. These service providers are not authorized to use your personally identifiable information for their promotional purposes.

We disclose information if legally required to do so, if requested to do so by a governmental entity or if we believe in good faith that such action is necessary to: (a) conform to legal requirements or comply with legal process such as in complying with a judicial proceeding, court order or subpoena; (b) protect our copyrights or property or our affiliated companies; (c) prevent a crime or protect national security; or (d) protect the personal safety of users or the public.

In the event of a sale or merger of our business, your information would be a part of the assets transferred. In addition, in the event we become the subject of a bankruptcy proceeding, whether voluntary or involuntary, we or our trustee in bankruptcy may sell, license or otherwise dispose of such information in a transaction approved by the bankruptcy court. In the event of any such circumstances, you will be notified via email or through a prominent notice posted on the LaoJee Jobs Website.

We use a service provider to host our "Help" and "Contact Us" functions on the web site. While these functions take you to a third party web site the information collected here is governed by LaoJee Jobs and our privacy practices.

Personal Information on Resumes and Profiles

Since LaoJee Jobs is a career site, we give you two options regarding the accessibility of your resume:

You can store your resume in our database, and allow it to be searchable and fetchable by potential employers. This means that you can use it to apply for a job online; however, employers and recruiters will have access to search it through our resume database.

If you have a confidential resume, but apply to a job posting on LaoJee Jobs, the employer to whom you send your resume will be able to view your contact information only through LaoJee Jobs.

We attempt to limit access to our searchable resume database (or copies thereof) only to employers, recruiters, hiring managers, headhunters, and human resource professionals.

You may remove your resume on LaoJee Jobs through LaoJee Jobs at anytime, but, employers, recruiters and others who have already access to resume database as well as parties who have otherwise already gained access may have retained a copy of your resume in their own files or databases. We are not responsible for the retention, use or privacy of resumes or profiles in these instances.

Posting to Public Areas of LaoJee Jobs

Please remember that if you post any of your personal information in public areas of LaoJee Jobs such as the searchable resume database, such information may be collected and used by others over whom we have no control. We are not responsible for the use made by third parties of information you post or otherwise make available in public areas of LaoJee Jobs.

Use of Cookies

We use "cookies" to help personalize and maximize your online experience. A cookie is a text file that is placed on your hard drive by a Web page server. Cookies are not used to run programs or deliver viruses to your computer. Cookies are uniquely assigned to your computer, and can only be read by a Web server in the domain that issued the cookie to you.

One of the primary purposes of cookies is to save you time. The purpose of a cookie is to tell the Web server that you have returned to a specific page. For example, if you personalize LaoJee Jobs pages, or register for services, a cookie helps us to recall your specific information (such as user name, password and preferences). Because of our use of cookies, we can deliver faster and more accurate results and a more personalized site experience. When you return to LaoJee Jobs, the information you previously provided can be retrieved, so you can easily use the features that you customized.

You may have the ability to accept or decline cookies. Most Web browsers automatically accept cookies, but you can usually modify your browser setting to decline all cookies if you prefer. Alternatively, you may be able to modify your browser setting to notify you each time a cookie is tendered and permit you to accept or decline cookies on an individual basis. If you choose to decline cookies, however, that may hinder performance and negatively impact your experience on LaoJee Jobs.

Modification of Your Information

You may review, correct, update or change your LaoJee Jobs account profile at any time by yourself or by emailing our webmaster at info@LaoJee.com. Especially when you want to replace/update your old CV with new and additional information for employers to review.

If you opted to receive job postings, commercial e-mails or other communications from LaoJee Jobs or third parties at the time you created a LaoJee Jobs account, but subsequently change your mind, you may opt-out by editing your LaoJee Jobs Account Profile as described above. If you previously opted not to receive such communications, you may later opt-in by editing your LaoJee Jobs Account Profile as well.

We retain indefinitely all the information we gather about you in an effort to make your repeat use of LaoJee Jobs, practical, and relevant. Of course, you can delete your resume from LaoJee Jobs's online database and close your LaoJee Jobs account at any time through us. In such an event we will remove all our copies of your resume from LaoJee Jobs, your LaoJee Jobs account information and remove your profile, except for an archival copy which is not accessible on the Internet.

Security of the Profile Information

We have implemented commercially reasonable technical and organizational measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration or disclosure. However, we cannot guarantee that unauthorized third parties will never be able to defeat those measures or use your personal information for improper purposes.

Use of Material

The contents of LaoJee Jobs and or LaoJee.com (the "Website") such as text, graphics, images, logos, button icons, software and other material are protected under Pakistan and foreign copyright, trademark and other laws. All material is the property of LaoJee or its content suppliers or clients. The collection, arrangement and assembly of all content on this Website is the exclusive property of LaoJee and is protected by Pakistan and international copyright laws. You may not sell or modify the content on the Website or reproduce, display, publicly perform, distribute, or otherwise use its material in any way for any public or commercial purpose. The use of the content on any other Web Site or in a networked computer environment for any purpose is prohibited.

Children's use of LaoJee Jobs.

The LaoJee Jobs web site is not intended for children under 13 years of age. We do not knowingly collect personal information from children under 13.

Privacy Policy Modifications

If we decide to materially change our Privacy Policy for LaoJee Jobs, we may or may not post those changes through a prominent notice on the web to the change taking place so that you will always know what information we gather, how we might use that information, and to whom we will disclose it. It is in your own benefit to keep checking our Privacy Policy and Terms and Conditions from our website for its revision.

If at any time, you have questions or concerns about this Privacy Policy or believe that we have not adhered to this Privacy Policy, please feel free to use our feedback form. We will use commercially reasonable efforts to promptly answer your question or resolve your problem.

TEAM LaoJee Jobs