

## Privacy & Terms

Please read through our privacy policy and terms of use, to better understand how we operate our Website and what your/our obligations are. If you have any questions about anything contained in these policies, please feel free to contact us

### Privacy Policy

This Privacy Policy outlines the way the website collects, uses, maintains and discloses information collected from users (“User” or “Users”) and applies to this website, SITE (“the site”). We cannot be held liable for the privacy practices of other websites.

When using The Site we are committed to protecting your privacy at all times. Lakeland HR has implemented all reasonable controls — including SSL Security — to enhance the security of any information that we collect. However, we cannot guarantee the complete security of stored information. This privacy policy applies to information collected through The Site and does not include information collected offline.

#### COLLECTION

When you visit The Site we automatically log your IP address, browser type, access time, click path and other information used to conduct website evaluations, to monitor our website and visitor traffic, to provide you with tailored advertising based on your interests or based on your visit to our website, and to keep track of other online usage data such as referral sources and the websites visited immediately before and after using The Site. The Site uses cookies to track this data. Cookies are small files stored on your computer’s hard drive which identify your web browser and IP address when you enter The Site. If you have your cookies turned off in your web browser, The Site will not identify your IP address.

Log files such as those described in the above paragraph, are not tied to personally identifiable information and we will not use this data to identify personal information through other third parties. Any aggregate statistical information not tied to a person would not be considered personal information.

#### INFORMATION THAT USERS PROVIDE

Lakeland HR collects Personal Information from users when users provide it. For example, a user might provide Lakeland HR with their Personal Information when they email Lakeland HR, telephone Lakeland HR, sign up for an email newsletter, submit comments, submit a resume or job application, participate in a promotion, survey or other feature of the Site(s), communicate or interact with Lakeland HR through Lakeland HR’s Site(s) or a social media site such as Facebook or Twitter.

If users do not want their Personal Information collected by Lakeland HR, they should not submit it.

#### CHILDREN & MINORS

The Site(s) are not directed to, or suitable for, persons under 18. Lakeland HR does not knowingly collect Personal Information from anyone under 18 years of age on The Site. If

Lakeland HR becomes aware that we have unknowingly collected personally identifiable information from a person under the age of 18, Lakeland HR will delete this information from Lakeland HR's records or, if that is not reasonable, Lakeland HR will take reasonable available steps to de-identify the information. Those who are not the age of majority in the jurisdiction in which they reside should not provide Lakeland HR with Personal Information on This Site.

## USE

Any information that we collect is used for the purposes of administering The Site, to improve customer service, to personalize your web experience, to improve our websites, to analyze The Site statistics and usage, and to provide you with tailored marketing and advertising.

The Site uses trusted third-party marketing agencies and vendor re-marketing tracking cookies, web beacons, and other storage technologies to collect or receive information from The Site and elsewhere on the internet. This includes the Google Adwords tracking cookie and other tracking or retargeting codes now known, or hereafter devised. By using these third-party services, we are able to show ads, which may include social media ads, based on Users' interests, previous visits to our websites, or based on specific actions Users have taken on The Site. This allows us to advertise The Site to those who have shown interest, or based on other aggregate demographic or behavioural data. Any data that is collected will not be intentionally tied to personally identifiable information and will be used in accordance with our own privacy policy and third-party privacy policies.

## OPT OUT

Users who wish to opt-out of receiving interest-based ads can visit

<http://www.aboutads.info/choices> and also have the following options:

- Google: By visiting their Google Ads Settings/Preferences page or by changing their browser cookie settings. Users can also opt-out of Google Analytics by installing Google's opt-out browser add-on
- Facebook: By visiting this [Facebook Help Page](#) outlining ways to manage ad preferences
- Web browser: By visiting their applicable web browser's help pages to find out how to turn off cookies.

The Site does not currently take actions based on Do Not Track signals as a simple, uniform technology has not yet been developed. To learn more about Do Not Track visit

<https://allaboutdnt.com/>

To learn more about opting-out of receiving interest-based ads, Users can visit the Digital Advertising Alliance of Canada website at <http://youradchoices.ca/> or by visiting the Digital Advertising Alliance Consumer Choice Page at [www.aboutads.info/choices](http://www.aboutads.info/choices).

## DISCLOSURE

Everyone at Lakeland HR takes your privacy and information very seriously. We do share aggregate information about your use of our site with internal stakeholders and with our trusted social media, marketing, advertising, web hosting and analytics partners. When you provide your information to sign up for emails or to submit online forms, you are providing your information to Lakeland HR

We will not share, sell, trade or otherwise transfer to outside parties your personally identifiable information other than to those parties described above. This does not include trusted third parties outlined previously, or any of those who provide services to us in the operation of our website, who assist us in conducting our business, who provide us with marketing services and/or technologies or assist us in servicing you, so long as these third parties agree to keep all information confidential. This also does not include information shared when a legal obligation exists, such as in the case of judicial and/or court proceedings.

## Terms of Use

The information published on The Site, including any pricing, addresses, phone numbers, event dates, or services may contain inaccuracies. Lakeland HR and its affiliates cannot guarantee the absolute accuracy of information published on The Site. As such, we disclaim all liability for any inaccuracies presented and any legal proceedings or claims arising from those inaccuracies. We may terminate or suspend access to The Site immediately, without prior notice or liability, for any reason whatsoever, including without limitation, if you breach the Terms. All provisions of the Terms which by their nature should survive termination shall survive termination, including, without limitation, ownership provisions, warranty disclaimers, indemnity and limitations of liability.

### COPYRIGHT

All content, logos, graphics, designs and organization thereof remains the sole intellectual property of Lakeland HR.

### THIRD PARTY LINKS

We may, from time to time, include third party links or offer third party services on our website. These websites are separate and independent and have independent terms of use and/or privacy policies, and as such we maintain no responsibility or liability, nor do we imply endorsement, for the content and/or activities of these sites.

### GOVERNING LAW

These Terms shall be governed and construed in accordance with the laws of Canada in the Province of Alberta, without regard to its conflict of law provisions. Our failure to enforce any right or provision of these Terms will not be considered a waiver of those rights. If any provision of these Terms is held to be invalid or unenforceable by a court, the remaining provisions of these Terms will remain in effect. These Terms constitute the entire agreement between us regarding The Site, and supersede and replace any prior agreements we might have between us regarding The Site.

### CONSENT

By using The Site, Users are consenting to our Terms of Use and Privacy Policy. Your access to, and use of, The Site is conditioned on your acceptance of and compliance with these Terms. These Terms apply to all visitors, Users and others who access or use The Site. If you disagree with any part of these terms then you may not access The Site.

#### NOTICE

If we make changes to this Privacy Policy or these Terms of Use, we will post changes on this page and/or update the modification date below.

By continuing to access The Site after those revisions become effective, you agree to be bound by the revised Privacy Policy and/or Terms of Use. If you do not agree to the new terms, please stop using the Site. This Privacy Policy and These Terms of Use were last updated on April 20th, 2018.

#### FEEDBACK, QUESTIONS, CONCERNS – CONTACT US

If you have any questions regarding this privacy policy or these terms of use, please contact us by emailing [info@lakelandhr.ca](mailto:info@lakelandhr.ca) or by calling (780) 573-2460