COOKIES NOTICE

Updated January 1, 2019

At Scout Exchange we are committed to the transparent collection and use of data, including our use of cookies and other technologies.

This Cookies Notice ("Notice") describes the different types of cookies and other technologies that may be used in connection with the websites or apps owned or controlled by us or as part of the Scout services provided to our hiring company Clients and workforce Providers, including but not limited to www.goscoutgo.com (collectively the "Sites").

Scout Exchange sets and accesses our own cookies on Sites operated by Scout Exchange. In addition, we use cookies from third party partners, as discussed in more detail below.

Use of Cookies

Like many websites, we use cookies for a variety of purposes, including to improve the customer experience on our Sites and to collect data on Site traffic.

Cookies are small text files that are transferred to your device's browser for record-keeping purposes. Cookies allow websites to remember information that will allow for a better user experience. For example, we use cookies so that we remember you and your preferences when you return to our Sites. For more general information about cookies, you can visit this website: http://www.allaboutcookies.org/.

Types of Cookies Used by Scout

Scout may use a variety of cookies on the Sites, including but not limited to:

Essential Cookies. Essential Cookies are necessary for the Sites to work and enable you to move around it and use its services and features. Disabling these Cookies may make the services and features unavailable.

Session Cookies. These types of Cookies are stored only temporarily during a browsing session and are deleted from your device when you close the browser. We use Session Cookies to support the functionality of the Sites and to understand your use of the Sites—that is, which pages you visit, which links you use and how long you stay on each page.

Persistent Cookies: These types of Cookies are not deleted when you close your browser but are saved on your device for a fixed period or until you delete them, or they expire. Each time you visit the Sites, the server that set the Cookie will recognize the persistent Cookie saved on your device.

Advertising and Marketing Cookies: We may use cookies to help us deliver marketing campaigns and track their performance (e.g., understanding what features of are interest to you on our Sites so that we can send you relevant advertising). Similarly, our partners may use cookies to provide us with

information about your interactions with their services, but use of those third party cookies would be subject to the service provider's policies.

Analytics Cookies: These help us learn how well our Sites and services perform. We also use cookies to understand, improve, and research products, features, and services, including to create logs and record when you access our Sites and services from different devices, such as your work computer or your mobile device.

Opting Out of Cookies
If you prefer not to allow cookies, most browsers give you the ability to manage cookies.

Browser manufacturers provide help pages relating to cookie management in their products. Please see below for more information.

- Google Chrome   https://support.google.com/chrome/answer/95647?hl=en-GB
- Internet Explorer https://support.microsoft.com/en-us/help/260971/description-of-cookies
- Mozilla Firefox https://support.mozilla.org/en-US/kb/cookies-information-websites-store-on-your-computer
- Safari (Desktop) https://support.apple.com/kb/PH5042?locale=en_US
- Safari (Mobile) https://support.apple.com/en-us/HT201265
- AndroidBrowserhttps://support.google.com/nexus/answer/54068?visit_id=636759065084573069-213730428&hl=en&rd=1
- Opera https://www.opera.com/help
- Opera Mobile https://www.opera.com/help/mobile/android#privacy

For other browsers, please consult the documentation that your browser manufacturer provides.

In addition to adjusting the appropriate settings in your browser, many advertising companies that may collect anonymous information for advertising targeting purposes are also members of the Digital Advertising Alliance or the Network Advertising Initiative, both of which provide an opt-out from advertisement targeting by their members. You can find more information on these opt-out capabilities on www.aboutads.info and www.networkadvertising.org.

Google Analytics
Our Sites use third party cookies from Google Analytics and Google Advertising Features which enable Google Analytics to collect data about the traffic on the Sites via Google advertising cookies and identifiers, in addition to data collected through a standard Google Analytics implementation.

You can opt-out of Google Analytics for Display Advertising and customize Google Display Network ads using the Ads Settings Feature on Google. By clicking Ads Settings, you will be taken out of this website and to Google where you can control the information Google uses to show you ads. In addition, you can use Google Analytics Opt-Out Browser Add-on to disable tracking by Google Analytics. For more information on opting out of Google Analytics click here.

Scout Exchange will not identify users or facilitate the merging of personal information with non-personal information collected through any Google advertising product or feature unless we have your prior affirmative (i.e., opt-in) consent to that identification and merger and are using a Google Analytics feature that expressly supports such identification or merger. We will not disaggregate data that Google reports in aggregate.

LeadLander

We also use third-party cookies to collect and track user statistics and trends related to our Sites through Upland Software, Inc. and its LeadLander product offering ("LeadLander"). LeadLander's privacy policy and how the LeadLander services operate and use data from our Sites is available at https://uplandsoftware.com/privacy. You acknowledge and accept the placement of such cookies which will collect data about your use of our Sites and other sites and services which utilize LeadLander's services. In addition, if you provide us with personal information (including name, e-mail address, company affiliation and similar personally identifying data) we may provide this information to LeadLander so they can associate it with the cookie we have installed on your computer which will allow them to identify you on other sites which utilize the LeadLander service and share your information with the third parties who operate those sites.

Other Third-Party Cookies

Scout Exchange uses cookies from other third-party partners as follows:

- Pardot, a part of Salesoforce.com, inc., is a customer relationship management platform to provide lead generation and analysis. This service uses cookies to track visitors to Scout Exchange websites and provide analytics related to such visits. You can view Pardot's privacy policy at https://www.salesforce.com/company/privacy/.
- Pendo.io, Inc. is software platform that is used for tracking user behavior and analytics. This service uses cookies to store information on users of the Scout Software. You can view Pendo.io's privacy policy at https://www.pendo.io/privacypolicy/.
- New Relic, Inc. is a publicly traded company that monitors Web and mobile applications in real-time to collect data and analyze performance. This service uses cookies with the Scout Software to track website performance and problem management. You can view New Relic's privacy policy at https://newrelic.com/termsandconditions/privacy.

Do Not Track Signals

Please note that at this time we do not honor "do not track" signals or other mechanisms that may allow you to opt out of the collection of information across networks of websites and online services as there is no standard for how online services should respond to such signals. As standards develop, we may develop policies for responding to do-not-track signals that we will describe in this Cookies Notice. However, our sites do not track any personal information on our sites unless you intentionally provide it to us.

Changes to this Cookies Notice

Scout Exchange may change the provisions of this Cookies Notice at any time and will always post the most up-to-date version on our Sites.

Contact Information

Scout Exchange welcomes your comments regarding this Cookies Notice. You can contact us at privacy@goscoutgo.com.