

Privacy Statement – Staunch Technology

Staunch Technology is committed to protecting your privacy and developing technology that gives you a powerful and safe online experience. This Statement of Privacy applies to the Staunch Technology website, PEFA On Demand website, JobFit System On Demand website, our Payment Gateway and governs data collection and usage. By using the above listed websites, you consent to the data practices described in this statement.

Collection of your Personal Information

Staunch Technology collects personally identifiable information, such as your e-mail address, name, home or work address or telephone number. We may collect anonymous demographic information, which is not unique to you, such as your postal code, age, gender, preferences, interests and favourites.

Information about your computer hardware and software may also be automatically collected by Staunch Technology's websites. This information can include: your IP address, browser type, domain names, access times and referring Web site addresses. This information is used by Staunch Technology for the operation of the service, to maintain quality of the service, and to provide general statistics regarding use of our web sites.

Please keep in mind that if you directly disclose personally identifiable information or personally sensitive data through public message boards, this information may be collected and used by others.

Staunch Technology encourages you to review the privacy statements of websites you choose to link to from our websites so that you can understand how those websites collect, use and share your information. Staunch Technology is not responsible for the privacy statements or other content on websites outside of the Staunch Technology family of websites.

Use of your Personal Information

Staunch Technology collects and uses your personal information to operate our websites and deliver the services you have requested. We may also use your personally identifiable information to inform you of other products or services available from Staunch Technology and its affiliates. We may also contact you via surveys to conduct research about your opinion of current services or of potential new services that may be offered.

Staunch Technology does not sell, rent or lease its customer lists to third parties. We may, from time to time, contact you on behalf of external business partners about a particular offering that may be of interest to you. In those cases, your unique personally identifiable information (e-mail, name,

address, telephone number) is not transferred to the third party. In addition, Staunch Technology may share data with trusted partners to help us perform statistical analysis, send you email or postal mail, provide customer support, or arrange for deliveries. All such third parties are prohibited from using your personal information except to provide these services to Staunch Technology, and they are required to maintain the confidentiality of your information.

Staunch Technology does not use or disclose sensitive personal information, such as race, religion, or political affiliations, without your explicit consent.

Staunch Technology keeps track of the websites and pages our customers visit within our websites, in order to determine what Staunch Technology services are the most popular. This data is used to deliver customized content and advertising within our websites to customers whose behaviour indicates that they are interested in a particular subject area.

Staunch Technology websites will disclose your personal information, without notice, only if required to do so by law or in the good faith belief that such action is necessary to: (a) conform to the edicts of the law or comply with legal process served on Staunch Technology or the site; (b) protect and defend the rights or property of Staunch Technology; and, (c) act under exigent circumstances to protect the personal safety of users of Staunch Technology websites, or the public.

Use of Cookies

Staunch Technology's websites use "cookies" to help you personalize your online experience. A cookie is a text file that is placed on your hard disk by a web page server. Cookies cannot be used to run programs or deliver viruses to your computer. Cookies are uniquely assigned to you, 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 provide a convenience feature 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 one of our web pages, or register with our sites or services, a cookie helps our webpages to recall your specific information on subsequent visits. This simplifies the process of recording your personal information, such as billing addresses, shipping addresses, and so on. When you return to the same Staunch Technology website, the information you previously provided can be retrieved, so you can easily use the website features that you customized.

You have the ability to accept or decline cookies. Most web browsers automatically accept cookies, but you can usually modify your browser setting to decline cookies if you prefer. If you choose to decline cookies, you may not be able to fully experience the interactive features of the Staunch

Technology services or websites you visit.

Security of your Personal Information

Staunch Technology secures your personal information from unauthorized access, use or disclosure. We secure the personally identifiable information you provide on computer servers in a controlled, secure environment, protected from unauthorized access, use or disclosure. When personal information (such as a credit card number) is transmitted to other websites, it is protected through the use of encryption, such as the Secure Socket Layer (SSL) protocol.

Access to your Personal Information

You may request access to the personal information you have given Staunch Technology via email on . All valid requests will be fulfilled within 30 working days.

Changes to this Statement

Staunch Technology will occasionally update this Statement of Privacy to reflect company and customer feedback. We encourage you to periodically review this Statement to be informed of how Staunch Technology is protecting your information.