

Express Employment Professionals Ad and Cookie Policy

Effective Date December 31, 2019 (last updated December 31, 2019)

We Use Tracking Tools

We collect personal information about users over time and across different websites when you use this website, app or service. We also have third parties that collect personal information this way. To do this, we use several common tracking tools. These may include browser cookies. We may also use web beacons, flash cookies, and similar technologies. To learn more about what tracking tools are and how they work visit www.consumer.ftc.gov.

Our vendors or third parties may place and use these tools on our sites or apps. In this policy “we” and “us” refers to Express Employment Professionals and our brands and affiliates. It also includes our vendors and third parties who place tools on our sites or apps.

Why We Use Tracking Tools

We use tracking tools for many reasons, including to engage in interest-based advertising. Interest-based advertising or “online behavioral advertising” is serving advertising content to you based on information gathered from you over time across multiple sites or other platforms. It includes serving ads to you after you leave our website, encouraging you to return. It also includes serving ads we think are relevant based on your browsing habits or online activities. These ads might be served on websites or on apps. They might also be served in emails. We might serve these ads, or third parties may serve ads. They might be about our products or other companies’ products.

We may also use tracking tools:

- To recognize new or past website visitors.
- To improve our website and to better understand your visits on our platforms.
- To integrate with third party social media websites.
- To observe your behaviors and browsing activities over time across multiple websites or other platforms.
- To better understand the interests of our customers and our website visitors.

How We Gather Information For Interest-Based Advertising

We use information you make available to us when you interact with us, our affiliates, and other third parties to decide what content is relevant to you. We gather this information using the tracking tools described above. For example, we or our partners might look at your purchases or browsing behaviors. We or our partners might also look at your location. We might look at these activities on our platforms or the platforms of others.

We work with third parties who help gather this information. These third parties might link your name or email address to other information they collect. That might include past purchases made offline or online. Or, it might include online usage information.

How To Control Certain Tracking Tools

Your browser may give you the ability to control cookies. How you do so depends on the type of cookie. You can set your browser to reject cookies. To find out more about how to control cookies from your web browser, please visit www.consumer.ftc.gov. To control flash cookies, which we may use, you can go www.macromedia.com. Why? Because flash cookies cannot be controlled through your browser settings.

Our Do Not Track Policy: Some browsers have “do not track” features that allow you to tell a website not to track you. These features are not all uniform. We do not currently respond to those signals. If you block cookies, certain features on our sites may not work. If you block or reject cookies, not all of the tracking described here will stop.

Choices you make are both browser and device specific.

How To Control Interest-Based Advertising

The Self-Regulatory Program for Online Behavioral Advertising program provides consumers with the ability to opt-out of having their online behavior recorded and used for advertising purposes. To opt out of having your online behavior collected for advertising purposes, [click here](#).

The Digital Advertising Alliance also offers a tool for opting out of the collection of cross-app data on a mobile device for interest-based advertising. To exercise choice for companies participating in this tool, [download the AppChoices app](#).

Choices you make are both browser and device specific.