

CALLOWAY AND ASSOCIATES, INCORPORATED.

## PRIVACY STATEMENT

This statement is effective January 1, 2011. Your privacy is important to Calloway and Associates, and maintaining your trust is paramount to us.

You may provide personal information on the website. We may use this information to contact you.

The Calloway and Associates Online Privacy Statement and Policy apply to Calloway and Associates and our affiliate's websites that link.

- We collect your personal information for various purposes, such as processing your order, corresponding with you, or in connection to a job application.
- We may combine the information we collect from you with information obtained from other sources to help us improve its overall accuracy and completeness.
- We may also collect information related to the use of our website.
- We will use information to fulfill your requests.
- We may contact you for customer service purposes.

If you request something from Calloway and Associates, we may share your information with others in an effort to fulfill your request, such as: a government organization seeking staff augmentation services, financial institutions, shipping companies or postal companies involved in fulfillment and shipping. If the need arise and you have provided information related to a open employment position, your information may be shared with credit bureaus, federal, state and or local law enforcement, driver license bureaus, and or companies providing candidate background information. Information gained for the purpose of employment and or employment verification will be kept confidential on a need to know basis.

### 1. Protecting your privacy

- We don't run banner ads, pop ups, pop under, or any other kind of commercial ads.
- We don't share your information with third parties for marketing purposes.
- Forums use basic web server authentication. Close your browser to log out.

### 2. Data we collect

- We sometimes collect your email address, for purposes such as sending self-publishing and confirmation emails, authenticating user accounts, providing subscription email services, registering for

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forums, etc.

### 3. Feedback

We welcome your feedback on this document at [info@calloway-assoc.com](mailto:info@calloway-assoc.com).