

Privacy Policy

United Caregivers, Inc. (“UCI,” “we,” “us”) shares the concerns of visitors (“Visitors” “you”) to our publicly accessible Internet website (the “Site”) that links directly to this Privacy Policy (the “Policy”) about the protection of personal information online. This Privacy Policy describes our practices regarding the privacy of information that we collect through the Site, which is hosted and operated from the United States. This Policy does not govern our collection of information through any website, or by any other means, other than through the Site, or the collection of information by any subsidiaries, sponsors or affiliated companies (“Affiliated Entities”).

We encourage you to read this Policy before using our Site. By using the Site, you agree to the terms and conditions of this Policy. If you do not agree to the terms and conditions of this Policy, please do not use the Site.

1. Information UCI Gathers Through the Site.

UCI may gather two basic types of information through the Site: “Personal Information,” or information from which an individual can be identified, and “Aggregate Information,” or information from which an individual cannot be identified.

a. Aggregate Information. When you visit and interact with the Site, UCI and third parties with whom UCI has contracted to provide services to UCI, may collect anonymous information from three sources: server log files, cookies, and “pixel tags.”

i. Server Log Files. Your Internet Protocol (IP) address is an identifying number that is automatically assigned to your computer by your Internet Service Provider (ISP). This number may be identified and logged automatically in our server log files whenever you visit the Site, along with the time(s) of your visit(s) and the page(s) that you visited. We may use the IP addresses of all Visitors to calculate Site usage levels, to help diagnose problems with the Site’s servers, and to administer the Site. We may also use IP addresses to communicate with or to block access by Visitors who fail to comply with our Terms of Service. Collecting IP addresses is standard practice on the Internet and is carried out automatically by many websites.

ii. Cookies. Cookies are data that a web server transfers to an individual’s computer for recordkeeping purposes. Cookies are an industry standard used by most websites, and help facilitate a user’s ongoing access to and use of a particular website. Cookies do not cause damage to your computer systems or files, and only the website that transferred a particular cookie to you can read, modify or delete such cookies. If you do not want information collected through the use of cookies, there are simple procedures in most browsers that allow you to delete existing cookies, to automatically decline cookies, or to be given the choice of declining or accepting the transfer of particular cookies to your computer. You should note, however, that declining cookies may make it difficult or impossible for you to use portions of the Site.

iii. Pixel Tags. The Site may use so-called “pixel tags,” “web beacons,” “clear GIFs” or similar means (collectively, “Pixel Tags”) to compile aggregate statistics about Site usage and response rates. Pixel Tags allow us to count users who have visited certain pages of the Site, to deliver branded services, and to help determine the effectiveness of promotional or advertising campaigns. When used in HTML-formatted email messages, Pixel Tags can tell the sender whether and when the email has been opened.

b. Personal Information. You are not ordinarily required to register or provide Personal Information in order to access our Site, though certain functionalities (such as our information request feature) may require registration. We collect Personal Information from you only when you voluntarily provide it to us. Personal Information may include contact information, such as your name, postal address, telephone numbers and/or email address.

2. Use and Disclosure of Information UCI Gathers Through the Site.

Personal Information. We may use your Personal Information in any of the following ways.

Communications. We encourage Visitors to contact us with questions and comments. Personal Information may be used in order to respond to your questions and comments.

i. Business Purposes. We may also use your Personal Information for internal business purposes, such as analyzing and managing our businesses. The Personal Information you provide through the Site may be combined with other information you provide to UCI (via online or offline means), with demographic information and other information that is publicly available, or with other information about you that UCI may otherwise obtain online or offline.

ii. Critical Communications. From time to time we may (but shall not be obligated to) use your Personal Information to email you important information regarding the Site or changes to our Terms of Use, Conditions, and Policies (“Critical Emails”). Because this information may be critical to your use of the Site, you may not opt out of receiving these emails.

iii. Third Party Service Providers. We work with third parties who provide services, including website hosting, data analysis, newsletter services, promotional activities, and other administrative services. We may share your Personal Information with such third parties for the purpose of enabling such third parties to provide such services.

iv. Miscellaneous. Finally, we may disclose your Personal Information if we believe that we are required to do so: (i) by law; (ii) to comply with legal process or governmental requests; (iii) to enforce our Terms of Use; (iv) to protect our operations; (v) to protect the rights, privacy, safety or property of UCI, you or others; and (vi) to permit us to pursue available remedies or limit the damages that we may sustain.

a. Aggregate Information. We analyze Aggregate Information in order to enhance website security and track the popularity of certain pages of the Site, the success of our email notifications, traffic levels on the Site and other usage data, all of which helps us to provide content tailored to your interests, improve the Site and related services, and to otherwise enhance your experience on the Site. We may share Aggregate Information with Affiliated Entities and other third parties.

3. Other Important Notes Regarding Our Privacy Practices.

Special Note for Parents. UCI takes seriously its obligations under the Children’s Online Privacy Protection Act concerning the collection of Personal Information from individuals under the age of thirteen (13). The Site is not directed at children, and we request that children under the age of 13 not provide Personal Information through the Site.

a. Security. We have security measures and tools in place to help protect against the loss, misuse, and alteration of the information under our control. No method of transmitting or storing data is completely secure. As a result, although we strive to protect your Personal Information, we cannot guarantee the security of any information you transmit to us through or in connection with the Site. If you have reason to believe that your interaction with us is no longer secure (for example, if you feel that the security of any account you might have with us has been compromised), you must immediately notify us of the problem by contacting us in accordance with “Contacting Us”

below (note that physical mail notification will delay the time it takes for us to respond to the problem).

b. Other Third Party Sites. The Site may contain links to third party websites. These linked sites (including the websites of Affiliated Entities) are not under UCI' control and we are not responsible for the privacy practices or the contents of any such linked site, or any link contained in any linked site. We provide such links only as a convenience, and the inclusion of a link on the Site does not imply endorsement by UCI of the linked site. If you provide Personal Information through any such third party website, your transaction will occur on such third party's website (not the Site) and the Personal Information you provide will be collected by, and controlled by the privacy policy of, that third party. It is important that you familiarize yourself with the privacy policies and practices of any such third parties.

c. Assignment. We reserve the right to transfer any and all information that we collect from users of the Site to a third party in the event of any merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of UCI' assets or stock (including without limitation in connection with any bankruptcy or similar proceedings).

4. Updating Your Information and Contacting Us.

UCI has procedures in place to keep your Personal Information accurate, complete and up to date for the purposes for which it is collected and used. You may review the information we have collected and where appropriate you may request that it be corrected. We also provide you with you several options for reviewing, correcting, updating or otherwise modifying information you have previously provided:

You may email us at: info@unitedcaregivers.com

a. You may call us at 630.655.3204

b. You may send mail to the following postal mail address:

United Caregivers, Inc.

Attn.: Website Privacy Policy

7416 South County Line Road

Suite A

Burr Ridge, IL 60527

Please clearly indicate the information that you wish to review or have changed. We will endeavor to comply with your request as soon as reasonably possible. Please note that despite any removal of or change to Personal Information requested there also may be residual information that will remain within our databases and other records, which will not be removed or changed.

Choice.

From time to time, we may ask you to indicate whether you are interested in receiving emails and other information from UCI. If you elect to receive these communications, we will occasionally send you emails or other information that match your requests.

If at any time you wish to stop receiving these email communications from us, please just let us know by emailing, calling or writing to us using the contact information listed above in Contacting Us or by using the unsubscribe feature in the email you received. Please indicate that

you wish to stop receiving email communications from UCI. In addition, we do not disclose your Personal Information to third parties, including UCI' subsidiaries, for the third party's direct marketing purposes if we have received and processed a request from you that your Personal Information not be shared with third parties for that purpose. If you would like to submit such a request, please just let us know by emailing, calling or writing to us using the contact information listed above in Contacting Us. Please indicate that you request that UCI not disclose your Personal Information to UCI subsidiaries and/or other third parties for direct marketing.
Career Opportunities Section.

The Site includes a link to our Career Opportunities section, which contains information on what it's like to work for UCI and methods for applying for jobs at our offices nationwide. Any Personal Information submitted through this portion of the Site, or to email addresses listed on this portion of the Site, will be governed by UCI' Resume Submission Policy.

Changes to this Policy.

We reserve the right to change this Policy, and any of our policies or procedures concerning the treatment of information collected through the Site, without prior notice. You can determine when this Policy was last revised by referring to the "Last Updated" legend at the top of this page. Any changes to our Policy will become effective upon posting of the revised Policy on the Internet, accessible through the Site. Use of the Site following such changes constitutes your acceptance of the revised Policy then in effect. We encourage you to bookmark this page and to periodically review it to ensure familiarity with the most current version of our Policy.

This Policy represents the sole, authorized statement of UCI' practices with respect to the collection of Personal Information through the Site and UCI' use of such information. Any summaries of this Policy generated by third party software or otherwise (for example, in connection with the Platform for Privacy Preferences or "P3P") shall have no legal effect, do not bind UCI, shall not be relied upon in substitute for this Policy, and neither supersede nor modify this Policy.

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Resume Submission Policy

(Last Updated: October 11, 2012)

United Caregivers, Inc. is committed to protecting the personal information you include in your resume submitted using our online resume submission resource. We have developed this Resume Submission Policy (the "Policy") to inform you of how United Caregivers, Inc. (referred to as "UCI" or "we") will use the personal information you submit through the online job search and/or job application functions of the "Career Opportunities" section of our public website (the "Section"). Please read this Policy carefully. Personal information submitted elsewhere on the UCI website will be used in accordance with our general Privacy Policy.

Personal information you submit through our Section, including through our online job search tool or to one of the email addresses provided in the Section, will be collected by UCI in the United States and/or in the jurisdiction where the position contact is located and may be shared with our

affiliated entities, subsidiaries or joint ventures in other jurisdictions. This Policy is governed by United States law.

You are free to decide what types of personal information, if any, to submit to us. Submitting your personal information is entirely voluntary. However, if you choose not to submit your personal information, this may limit our ability to consider your candidacy. Please read this Policy carefully.

What types of information does this Policy cover?

This Policy covers any personal information you submit through the Section, including through our online job search tool or to one of the email addresses provided in the Section, as part of the job application or job search process, such as:

- name, address, telephone number, email address, other contact information;
- resume, cover letter, previous work experience, education, transcripts;
- employment preferences, willingness to relocate, desired salary;
- how you heard about the position; and
- information relating to references.

If you intend to provide us with details of a reference or any other third party as part of your resume, it is your responsibility to obtain consent from that third party prior to passing their personal information to us.

You are responsible for the content of the information you provide to us and you must ensure it is legal, honest, truthful, accurate and not misleading in any way. You must ensure that the information provided by you does not contain material that is obscene, blasphemous, defamatory, infringing on any rights of any third party, or otherwise legally actionable by such third party.

How will the personal information that you submit be used?

The personal information you submit here will be used for the following purposes:

- to assess your capabilities and qualifications for a job;
- to conduct reference checks;
- to conduct background checks if you are offered a job;
- to create and submit reports as required by law or regulation; and
- to contact you about career opportunities.

If you become an employee, any personal information that you submit may become a part of your file and may be used for other employment/work-related purposes.

Who may access your data?

The personal information you submit here may be stored in the United States (and in relevant jurisdiction(s) if the job is outside of the United States) and will be reviewed by employees and consultants of UCI in order to evaluate your qualifications and experience for career opportunities with our organization. UCI will remain responsible for the personal information collected.

In addition, we may contract from time to time with various third party service providers to provide us with recruitment tools that enable us to manage our recruitment process more efficiently. These third party service providers may collect and maintain our recruiting database for some geographic regions according to our instructions.

UCI works with third parties who provide services to us and we may share personal information about you with those third parties, including without limitation: website hosting or information technology consulting services; website management; data analysis; legal services; accounting services; and other administrative and backup and security services. UCI will take appropriate technical, organizational, and legal steps to secure your personal information.

Does UCI keep your data?

United States Federal law requires UCI to retain information of candidates applying for jobs within the United States. Personal information of candidates applying for jobs in other parts of the world will be retained in accordance with local law. We will retain information you submit to consider you for other jobs for which you may be qualified. If you would prefer that we not retain your information for such purposes, please let us know by contacting us as indicated below. We may delete your personal information at any time (including your resume and cover letter), without any reason. Therefore, you should retain your own copy of all personal information provided to us.

Diversity and Equal Employment Opportunity

UCI is an equal opportunity employer, which means we offer equal treatment to all applicants. UCI does not discriminate, either directly or indirectly, on the grounds of sex, sexual orientation, trans sexuality, race, ethnic origin, religion, religious belief, disability, marital status, creed, nationality, national origin, color, age, or any other legally protected category (“Protected Information”) in any area of recruitment. In some cases we may ask applicants for Protected Information for the purpose of monitoring equal opportunity or complying with applicable law. This information will be recorded and separated from your application before the selection process begins. If you have a disability and would like to indicate as part of your application any relevant effects of your disability and any adjustment which you consider should reasonably be made to the process to assist your application, please do so in the relevant field during the application process. To the extent the personally identifiable information you provide contains details of your: racial or ethnic origin; political opinions or beliefs; religious beliefs; membership in a trade union or political party; physical or mental health or condition; sexual orientation; commission (or alleged commission) of an offense or related proceedings; job evaluations or educational records, you expressly authorize UCI to handle such details for the purposes of your job application.

No Offer of Employment

The Section does not constitute an offer or promise of employment with respect to any employment position posted or described on the Section. UCI may eliminate, modify or change without notice any aspect(s) of the employment positions, compensation, and benefit plans

described herein. The Section provides descriptions of possible roles within UCI, and the Section does not provide binding offers, terms or conditions of employment. Any employment offer that may follow as a result of the identification of a potential opportunity by a user, or submission of information to UCI, is in accordance with the specific terms of that offer, and not based in any way upon the description of the opportunity on the Section.

Law Applicable to Job Application

The Section allows you to apply for jobs based in countries (or territories) other than the country where you are resident or from which you make your application. Job opportunities posted on the Section will be governed by the laws of the country where the job is located. By applying for a job through the Section, you accept that (i) the laws of the country where the job is located will have exclusive jurisdiction over any disputes arising from your application; (ii) the laws of the country where the job is located shall apply to your application; and (iii) UCI, including the local UCI entities in the country you submitted your application from, is not responsible or liable for the prerequisites or limitations your application is subject to under the laws of the country where the job is located. The Section is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

Changes to this Policy

We may change this Policy from time to time. All changes to this Policy are effective after they are initially posted on the Section. If you do not agree to the changes, please contact us to deactivate your account. You can always tell when we have last updated the Policy by checking in the “Last Updated” line at the beginning of this Policy.

Contacting Us

Please feel free to ask us questions concerning our jobs database system and this Policy. Questions and requests related to your personal information may be directed to the postal address listed below or at <http://www.unitedcaregivers.com/contact.htm>, and we will respond to such requests in accordance with applicable law. Please do not submit your resume via the “Contacting Us” form or the mailing address below as you cannot be considered for employment opportunities unless you submit your resume through the Career Opportunities area of the UCI website.

United Caregivers, Inc.
Recruiting Department
7416 South County Line Road
Suite A
Burr Ridge, IL 60527

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