

INOVAS

INNOVATIVE SOLUTIONS CORPORATION

WEBSITE PRIVACY POLICY

Innovative Web-Based Data Tools Resulting in Value-Added Solutions

IT Innovative Solutions, Corp. (INOVAS) provides Information Technology consulting services to the public and private sectors; our specialties are in the design, development, and maintenance of web-based applications and surveys for the collection, management, analysis, and reporting of data. Our solutions are both cost-effective and creative. We deliver our solutions with scalable architecture using the best hardware and software technologies available.

EFFECTIVE JANUARY 1, 2014

IT Innovative Solutions, Corporation (INOVAS) values your privacy. This privacy policy (“Privacy Policy”) applies to www.inovas.net (“Site”) and explains how we collect, use, and disclose the information we collect from you through our Site. By using the Site, you agree that you have read, understand, and agree to this Privacy Policy, which incorporates our Terms of Use, available here. Please note that certain sections of the Site may have additional or different privacy policies or terms of use applicable to those sections of the Site. Any such additional or different terms will be posted on the applicable section of the Site. If you have any questions regarding this Privacy Policy, please contact us at info@inovas.net.

INFORMATION WE COLLECT

Automatic Collection

When you visit the Site, we may automatically collect information about your visit. Information collected includes your IP address, information about the website from which you came to our Site, clickstream data (data regarding the sections of the Site you click on, how long you spend on a page, etc.), information about your general geographic location, and information regarding the web browser you are using to access the Site.

Information You Provide

All information collected on this site will be used at the discretion of IT Innovative Solutions. This information may include your name, email address, address, phone number, and other information.

HOW WE USE AND DISCLOSE THE INFORMATION WE COLLECT

Automatic Collection

We use the information we automatically collect when you visit our Site to, among other things:

- better understand how users access our Site
- analyze user trends
- improve our Site
- display employment advertisements that may be of interest to you

We may use third parties to collect this information on our behalf and provide us with analytics related to this information, as set forth above. These third parties are prohibited from using this information other than for providing us with the analytical information discussed above.

Information You Provide

If you provide information to us, we will only use and disclose that information to fulfill the purpose for which it was supplied to us. For example,

- when creating an account to apply for a job on the Site, we use the information you provide for processing your application and to contact you about jobs you have applied for.
- when providing us with information in connection with subscribing to communications from us, we use this information to alert you to company news and other company information; and
- when providing us information in connection with contacting us, we use this information to reply to your inquiry.

We occasionally hire third parties to provide limited services on our behalf with respect to the information you provide to us, including, for example, processing job applications. We will only provide those third parties the information they need to deliver the service on our behalf, and those third parties are prohibited from using that information for any other purpose.

Other Disclosures and Do-Not-Track

We may also need to use or disclose the information we collect when required by law or to enforce and protect our rights or property, this Privacy Policy, or the Terms of Use. We do not sell any information you provide to us to third parties. Given the nature of our data collection, use, and disclosure activities discussed above and below, we do not respond to do-not-track requests.

COOKIES AND OTHER TRACKING MECHANISMS

Like most websites, we may use cookies, web beacons, and other technologies to track user activity and collect Site data. Cookies are small pieces of data, which are sent by a website to your web browser and are stored on your computer. We use cookies for statistical tracking purposes regarding your activities on the Site and to improve our Site. Your browser can be configured to accept cookies, request your specific acceptance of a cookie, or disable cookies entirely. You will still be able to fully navigate our Site if you choose to refuse or disable cookies. Web beacons are object images that are embedded in a web site or email. We use web beacons to optimize your experience while on the Site.

USER CONTENT

We may allow users to post information on our Site, such as comments to blogs and other items posted to our Site. Please see our Terms of Use for more detail. Any information that you post to our Site becomes publicly available and may be viewable by any visitors to our Site.

THIRD-PARTY LINKING

Our Site may contain links to other websites, including various social media websites. We do not regularly review materials on websites linked to from this Site and do not necessarily endorse the materials appearing on any websites linked to from this Site. We assume no responsibility for the content or the policies and practices of such other websites. We encourage you to be aware when you leave our Site and to read the privacy policies of any other website that you visit.

EMAIL COMMUNICATIONS

If you subscribe to receive email communications from us, we may send you email communications to alert you to company news and provide you with other company information. In addition, if you sign up to receive information regarding job openings that may be of interest to you, we may send you email communications based on the preferences you specified in connection with signing-up for such communications. We may also contact you regarding any jobs for which you applied, even if you did not sign-up to receive ongoing communications from us. If at any time you would like to stop receiving these email communications, you can follow the opt-out procedures described in such email.

SECURITY

We follow generally accepted industry standards to protect the information we collect. That said, no data security measures are **100 percent** secure. Therefore, while we implement reasonable physical, technical, and administrative measures to protect the information we collect, we cannot guarantee its absolute security.

CHANGES TO THIS PRIVACY POLICY

We have the right to change this Privacy Policy without prior notification to you. If we make a change to this Privacy Policy, we will change the effective date above. We suggest you review this Privacy Policy from time to time. If we materially change our privacy practices with respect to the information we have collected from you, we will attempt to provide you with notice of such changes via email or by posting a notice on our Site.

CHILDREN'S PRIVACY

The Site is not directed toward children under the age of 13, and children under the age of 13 are not permitted to submit any information to us via the Site.

CHOICE OF LAW

These Terms of Use shall be governed by the laws of the State of Maryland without regard to its conflicts of law rules.

CONTACT

If you have any questions regarding this Privacy Policy, please contact us at info@inovas.net