

TEXAS CONSTRUCTION CAREERS
TERMS OF USE
Effective as of September 1, 2014

Welcome to <http://www.texasconstructioncareers.org> (the “Site”) the online presence of Texas Construction Careers (“TCC”, “we”, or “us”). TCC respects the privacy of those who access and/or use the Site (“you”, “your”, “User”, or collectively “Users”) and is committed to protecting the privacy of the personally identifiable information we collect from you as you access and/or use the Site via the internet, the world wide web, mobile networks, or any other communication methods now known or in the future developed.

THIS “**PRIVACY POLICY**” SET FORTH HEREAFTER HEREBY INCORPORATES BY REFERENCE THE [TERMS OF USE](#) OF THE SITE AND IS INCORPORATED INTO AND IS SUBJECT TO THE TERMS THEREIN. YOUR USE OF THE SITE AND ANY PERSONAL INFORMATION YOU PROVIDE THROUGH THE SITE ARE SUBJECT AT ALL TIME TO THE PRIVACY POLICY AND THE [TERMS OF USE](#). BY USING THE SITE, YOU ARE ACCEPTING THE PRIVACY POLICY AND THE [TERMS OF USE](#).

I. The Information That The Site Collects.

- a. *Automatically Collected Information.* When you access the Site, we may send one or more cookies to Your computer. A cookie is a small text file containing a string of alphanumeric characters that a website stores on your computer that your browser provides to a website each time you access the website. Use of cookies is very common on the Internet. We use these cookies to identify prior Users and track usage of the Site. We do not use cookies to personally identify Users of the Site. You can remove these cookies and modify your browser’s settings to accept all cookies, reject all cookies, or notify you when a cookie is sent. Please review your web browser’s “Help” file to learn the proper way to modify your cookie settings. In addition, like many websites, when you access the Site, we may automatically record certain information from your system by using different types of other common Internet technology. This automatically collected information may include your internet protocol address (“**IP Address**”), a unique device or user identification, version of software installed, system type, the content and pages that you access on the Site, and the dates and times that you visit Site.
- b. *Personally Identifiable Information.* TCC only collects personally identifiable information from you that you voluntarily provide to us.

II. The Way We Use This Information.

- a. *Automatically Collected Information.* TCC uses cookies and other automatically collected information to identify prior Users, to track usage of the Site, and for analytical purposes to help us improve the Site and our business in general. We may on occasion provide this information to an Affiliate or third party to assist us in providing these functions.
- b. *Personally Identifiable Information.* The personally identifiable information that Users voluntarily provide to TCC may be used by TCC and our Affiliates for administrative purposes; for authentication purposes; to properly operate, maintain, and provide you with the features and functionality of the Site; to customize and personalize features for you and otherwise enrich

your experience when using the Site; to present you with promotions, advertisement, and opportunities we believe may be of interest to you; to enable our Affiliates to assist us in operating, maintaining, and providing our Services and products to you; to enable us to carry out our obligations arising from any contracts/subscriptions entered into with you; to notify you about changes to the Privacy Policy the Terms of Service, or the Site (if we deem it appropriate); to investigate and help prevent potentially unlawful activity or activities that threaten the integrity of the Site, TCC Content, or TCC IP; to investigate allegations of fraud or violatiHYPERLINK "http://www.texasconstructioncareers.com/?attachment_id=6028"e the quality and design of the Site and to create new features, promotions, functionality, and services by storing, tracking, and analyzing your preferences and trends.

III. **Security of Information.** TCC maintains our systems in accordance with commercially reasonable industry standards to preserve the integrity and security of your personally identifiable information. We cannot, however, ensure or warrant the security of any information you Share through the Site, and you do so at your own risk. Once we receive your transmission of information, we make commercially reasonable efforts to ensure the security of our systems. However, please note that this is not a guarantee that such information may not be accessed, disclosed, altered, or destroyed by breach of any of our physical, technical, or managerial safeguards. "Perfect security" does not exist on the Internet, and you use the Site at your own risk.

IV. **Children.** THE SITE IS NOT INTENDED FOR CHILDREN. YOU MUST BE AT LEAST EIGHTEEN (18) YEARS OLD TO ACCESS AND/OR USE THE SITE. IF YOU ARE UNDER 18 YEARS OF AGE, THEN YOU MAY NOT ACCESS OR USE THE SITE AT ANY TIME OR IN ANY MANNER WITHOUT YOUR LEGAL GUARDIAN'S CONSENT (TYPICALLY A PARENT). BY USING OR ACCESSING THE SITE YOU REPRESENT AND WARRANT THAT YOU ARE AT LEAST EIGHTEEN (18) YEARS OF AGE AND HAVE REACHED THE AGE OF MAJORITY IN YOUR LEGAL JURISDICTION OR HAVE THE PERMISSION OF YOUR LEGAL GUARDIAN AND HAVE NOT BEEN PREVIOUSLY SUSPENDED OR REMOVED FROM THE SITE.

PROTECTING THE PRIVACY OF YOUNG CHILDREN IS ESPECIALLY IMPORTANT. FOR THAT REASON, TCC DOES NOT KNOWINGLY COLLECT OR MAINTAIN PERSONALLY IDENTIFIABLE INFORMATION FROM PERSONS UNDER THIRTEEN (13) YEARS-OF-AGE. IF TCC LEARNS THAT PERSONALLY-IDENTIFIABLE INFORMATION OF PERSONS LESS THAN 13-YEARS-OF-AGE HAS BEEN COLLECTED ON OR THROUGH THE SITE, THEN WE WILL TAKE THE APPROPRIATE STEPS TO DELETE THIS INFORMATION.

IF YOU ARE THE PARENT OR LEGAL GUARDIAN OF A CHILD LESS THAN THIRTEEN (13) WHO HAS PROVIDED US WITH PERSONALLY IDENTIFIABLE INFORMATION, THEN PLEASE [EMAIL US](#) TO HAVE THAT INFORMATION DELETED IMMEDIATELY.

The following are some resources that may help parents and legal guardians in monitoring and limiting children's access to certain types of material on the Internet. While TCC does not endorse these products, we provide information about them as a public service.

- [OnGuard Online](#)
- [WiredSafety](#)
- [Netsmartz.org](#)

- [The Child Safety Network](#)
- [Control Kids](#)
- [Cyber Sitter](#)
- [Net Nanny](#)

V. **Links to Third Party Sites.** The Site may include links or references to other websites or services (“**Linked Sites**”). Linked Sites are provided for your convenience and information only. Please be aware that TCC is not responsible for the privacy practices of such sites. We encourage you to be aware of when you leave the Site and to read the privacy statements of each and every website that collects personally identifiable information. This Privacy Policy applies solely to information collected by TCC through the Site.

VI. **Events Outside of Ordinary Business Practices.** IN CONNECTION WITH AN EVENT OUTSIDE OF TCC’S ORDINARY BUSINESS PRACTICES, INCLUDING BUT NOT LIMITED TO A SALE, MERGER, CONSOLIDATION, CHANGE IN CONTROL, TRANSFER OF SUBSTANTIAL ASSETS, REORGANIZATION, OR LIQUIDATION, TCC RESERVES THE RIGHT TO TRANSFER, SELL, OR ASSIGN THE INFORMATION THAT WE HAVE COLLECTED FROM USERS.

TCC ALSO RESERVES THE RIGHT TO DISCLOSE USER INFORMATION IN THE GOOD-FAITH BELIEF THAT IT IS REQUIRED TO DO SO PURSUANT TO JUDICIAL OR OTHER GOVERNMENTAL SUBPOENAS, WARRANTS, OR ORDERS, OR TO DISCLOSE SUCH DATA TO A GOVERNMENTAL INSTITUTION THAT HAS ASSERTED ITS LAWFUL AUTHORITY TO OBTAIN THE INFORMATION.

TCC ALSO RESERVES THE RIGHT TO DISCLOSE USER INFORMATION THAT WE BELIEVE, IN GOOD FAITH, IS APPROPRIATE OR NECESSARY: TO TAKE PRECAUTIONS AGAINST LIABILITY; TO PROTECT TCC FROM FRAUDULENT, ABUSIVE, OR UNLAWFUL USES; TO INVESTIGATE AND DEFEND OURSELVES AGAINST THIRD-PARTY CLAIMS OR ALLEGATIONS; TO ASSIST GOVERNMENT ENFORCEMENT AGENCIES; TO PROTECT THE SECURITY OR INTEGRITY OF THE SITE; OR TO PROTECT THE RIGHTS, PROPERTY, OR PERSONAL SAFETY OF TCC, OUR USERS, OR OTHERS.

VII. **NON-U.S. USERS.** FOR USERS VISITING THE SITE FROM THE EUROPEAN ECONOMIC AREA OR OTHER NON-U.S. TERRITORIES, PLEASE NOTE THAT ANY DATA YOU VOLUNTARILY PROVIDED US WILL BE TRANSFERRED OUTSIDE THE EUROPEAN ECONOMIC AREA OR SUCH OTHER NON-U.S. TERRITORY FOR USE BY TCC FOR ANY OF THE PURPOSES DESCRIBED HEREIN.

VIII. **Change in Privacy Policy.** By using the Site, you are accepting the Privacy Policy and the [TERMS OF USE](#). TCC reserves the right, in our sole discretion, to modify, alter, or otherwise update this Privacy Policy at any time. Such modifications shall be effective immediately upon posting. You are responsible for regularly reviewing the Privacy Policy. Your continued access to and/or use of the Site constitutes your agreement to all such modifications.

IX. **Construction.** Any capitalized terms used in the Privacy Policy but not defined in the Privacy Policy shall have the meaning given to such term in the [TERMS OF USE](#). Additionally, when context requires, singular nouns and pronouns include the plural.

X. **Contact Information.** Any comments, complaints, or requests for further information can be directed to:

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