

PRIVACY POLICY - ADVICE CONSULTING

At ADVICE we respect your concerns about privacy. This document explains what personal information we may collect about you - as a candidate or user of our website - in relation to our commitment to services and how this personal information can be used and shared. This Privacy Policy also sets out your rights in relation to your personal information and tells you who you can contact if you have questions.

What is a "cookie"?

A cookie is a file that websites send to the visitor's computer or other device connected to the Internet to uniquely identify the visitor's browser or to store information or settings in the browser.

Through these automated collection methods, we may obtain "browsing data", which is a record of the links and other content that a visitor clicks while browsing a website. As the visitor clicks through the web page, a record of the action can be collected and stored. We link certain elements of the data that we have collected through automated means, such as browser information, with other information that we have obtained about you and that you have let us know, for example, if you have opened an email that we send you. Your browser can tell you how to be notified when it receives certain types of cookies or how to restrict or disable certain types of cookies.

What kind of information do we collect?

We collect your personal data in various ways, such as through our website, at online / face-to-face events, by phone or email provided directly by you, through job applications, etc. We may collect the following types of personal data (as permitted by local law): contact information (such as name, postal address, email address and telephone number); the username and password when you register on our sites; and the curriculum vitae with personal information of the applicant. In the case of other ADVICE users or clients, we collect information through the contact forms located in various sections of the site.

How do we use the information we collect?

We use the information mentioned above to send promotional material, alerts about available vacancies and other communications; communicate and manage participation in special events, promotions, programs, surveys, and market studies.

In addition to the business activities mentioned above, if you are a candidate and create a user on our website to apply for a position, as permitted by local law, we use the information described in this Privacy Policy to: provide you with opportunities to employment and share your information with applicant companies; provide human resource services to you, including administration of benefits programs, performance management, and disciplinary actions; provide additional services such as training, career guidance and career transition services; evaluate your suitability as a candidate and your qualifications associated with job assignments; and perform data analysis, such as (i) analysis of our candidates and associate databases, (ii) evaluation of individual performance and capabilities, including scoring on job-related skills; (iii) identification of a shortage of qualified personnel; (iv) using the information to match potential people and opportunities, and (v) analyzing data on trends regarding hiring practices.

How to manage your privacy rights?

You can reject or accept cookies from our website at any time by activating your browser settings. Information on the procedure to follow to activate or deactivate cookies can be found on the website of your Internet provider through their help screen. Please note that if cookies are disabled, it is possible that not all the functions of the website work as intended and that you may experience some inconvenience in using it.

If you wish to delete all cookies referring to the ADVICE page, there are third-party tools available to do so. For more details, contact your local support service.

How to communicate with us?

If you have any questions or comments about ADVICE's Privacy Policy or want to exercise your rights or update the information we have about you, please contact us advice@advice.com.uy