

Wowmaking Privacy Policy

Effective as of November 12, 2020

Good afternoon dear Users of our website **www.wowmaking.net** (hereinafter referred to as a Site, resource)!

For us (by “us” we mean the company Wowmaking LLC, registered on the territory of the Republic of Belarus, hereinafter - Wowmaking LLC, the company, we, us / ours), ensuring the protection of the rights and interests of Users is one of the most priority issues. We care about your information and respect the principles of privacy and confidentiality. In this document we describe our privacy policy regarding our website **www.wowmaking.net** . We seek to explain to you in the clearest way what privacy information we may collect, how we use it and what rights you have in relation to it. We hope you take some time to read through it carefully. If there are any terms in this privacy policy that you do not agree with, please discontinue use of our resource. By" Users" we mean individuals, visitors to our resource. This Policy has been developed in accordance with the current legislation of the Republic of Belarus. Wowmaking LLC is the operator of personal data.

This Privacy Policy may be unilaterally changed from time to time, so please be sure to check regularly. We will post any changes here and revise the date last updated above.

This Policy applies only to our resource. The site contains links to third-party websites and Wowmaking LLC is not responsible for the content of such websites and for the way they collect, use, share your personal data.

Please read this Policy carefully and do not hesitate to contact us if you have any questions at job@wowmaking.net (for more information, please check section 4 of the Policy). By using the resource, you agree to the collection, store, use of information in accordance with this policy.

Where applicable, if you do not provide us the relevant Personal Data, you may not be able to use our Services completely. You should not use the Services if you do not agree with this Policy, our Terms of Service and any other agreement that governs your use of the Services.

1. COLLECTION AND PROCESSING OF PERSONAL DATA

In general, we do not collect, process or store any personal data from our resource, but please review this policy for more detail. Using the resource may not be associated with the provision of personal data by the User to us, but in some cases described below you couldn't use the resource if you do not provide us with certain personal data.

When the User provides us with personal data, the User becomes the subject of personal data in respect of whom we use, collect and process personal data. "Personal data" means any information related to an identified User or User who can be identified based on such information.

1.1. Personal data that the resource may collect:

- A. Name, surname, phone number, e-mail, message text, attached file - if the user completes the feedback form on the resource;
- B. Full name, date of birth, data on employment and qualifications, education data, address, photo, contact phone number - any data contained in the files attached by Users, which most likely can be the User's

Resume;

C. IP Addresses and Cookies.

D. Passive collection of personal data: user ID; visited pages; number of page visits; information about moving through the pages of the Resource; the duration of the user session; entry points (third-party sites from which the user follows the link to the Resource); exit points (links on the Resource, through which the user goes to third-party sites); user's country; user region; time zone set on the user's device; user provider; the user's browser ; browser digital fingerprint (canvas fingerprint); available browser fonts; installed browser plugins; WebGL browser parameters ; the type of media devices available in the browser; the presence of ActiveX ; list of languages supported on the user's device ; user device processor architecture; User's OS; screen parameters (resolution, color depth, page placement parameters on the screen).

1.2. The ways in which we may collect your data:

A. When the User sends personal data through the feedback form on the resource.

B. When the User sends personal data to our e-mail address job@wowmaking.net.

C. Automatic (passive) collection of personal data.

1.3. Purpose of collecting personal data .

A. To contact the user (job seeker) regarding employment or internship;

B. To form a reserve databank of candidates for employments ;;

C. To communicate with Users, answer the questions;

D. To inform about the current offers and services of the company;

E. To improve the site's performance we may collect technical cookies, which are necessary for the proper functioning of the site and the correct using. We may use analytical cookies to find out which pages the user visited , the number of clicks on a particular page the user's search queries. We may use marketing cookies in order to show you relevant advertisements. You can adjust the cookie settings in your browser, but please note that if you disable cookies, some of the resource's functions may not work correctly. We use cookies to facilitate the use of the resource by the user, to improve the functions of the resource. We may also use cookies to send advertisements to the user. We may use web and mobile analytics and advertising services and technologies (such as [Google Analytics](#), [Facebook Analytics](#), [Firebase](#), [AppStore Analytics](#), [Tenjin](#), [GameAnalytics](#), [AdMob](#) etc.) to assist in collecting certain information about the devices or computer you use to access the Apps and Sites. Users can opt out of certain types of tracking by Google Analytics and Yandex.Metrica . If you do not want to participate in Google Analytics and Yandex.Metrica , you can download a browser add-on that blocks the display of ads. We may use remarketing technology like Google Remarketing. We may use Google Remarketing to serve targeted advertisements. You can disable this function by using the appropriate settings on the website [http: //www.google.com/settings/ads](http://www.google.com/settings/ads).

1.4 . How long we keep personal information

Wowmaking LLC stores the personal data relating to the User for 5 (five) years. Upon termination of the mentioned term personal data relating to the User are subject to destruction or depersonalization to ensure anonymity of such information via deletion of the personal identifying information. Data retention periods for other Processors are indicated by the links above.

2. LEGAL BASIS FOR COLLECTION AND PROCESSING PERSONAL DATA.

The legal basis for the collection and processing of personal data by Wowmaking LLC is that the User gives consent in electronic form by placing the appropriate marks on the resource. This user consent means that Wowmaking LLC has legal basis to receive, collect, store, change, use (inside Wowmaking LLC), block, anonymize and delete personal data. We may need to use and disclose information in certain ways to comply with our legal obligations.

Wowmaking LLC uses this information only for the purposes specified in paragraph 1.3. clause 1 of this Policy and does not transfer, sell, distribute, or transfer the user's personal data to other legal entities and individuals on a lease basis.

Our resource usually has a minimum age requirement of users and is not directed to children, and we do not knowingly collect Personal Data relating to children. Children should never disclose their name, address or phone number, or any personal information, without their parents' prior permission. We consider a user to be a child if they are under the age of 18, unless more stringent regulation applies in their country of residence. In EU countries, users under the age of 16 are considered children, unless the data protection regulation of their country of residence specifies another age. If you become aware that your child has provided us with Personal information without your consent, please contact us and we will take the required steps to delete such information.

3. PRIVACY RIGHTS

3.1. The following list of your rights with respect to personal data has been formed in strict accordance with the legislation of the Republic of Belarus. We value and respect your rights, and you can always contact us if necessary to exercise them. The user has the right to:

- get information about your rights related to the collection, processing, dissemination, provision of personal data;
- give consent to the collection, processing (except for anonymization), distribution, provision of personal data;
- withdraw consent to the collection and processing (except for anonymization) of personal data - in this case, Wowmaking LLC will be obliged to stop collecting or delete the user's personal data from the moment of such withdrawal;
- get acquainted with your personal data, request to change them;
- receive information about sharing of their personal data to third parties;
- demand the termination of the collection, processing (except for anonymization), distribution, provision of your personal data, including disseminated personal data, and (or) their deletion in the absence of grounds for such actions with personal data;
- demand the termination of the collection, processing (except for anonymization), distribution, provision of your personal data (except for the widespread) and (or) their deletion, if they are not necessary for the stated purpose of their collection, processing, distribution, provision, or the collection period has expired, processing, distribution, provision of personal data specified in the consent of the subject of personal data or legislative act;
- to appeal against the actions (inaction) and decisions of Wowmaking LLC related to the collection, processing, distribution, provision of their personal data;
- exercise other rights stipulated by the legislation of the Republic of Belarus.

3.2. Specific provisions applicable under California privacy law

This is additional information about how we collect, use, disclose and otherwise process personal information of individual residents of the State of California within the scope of the California Consumer

Privacy Act of 2018 (“CCPA”). We adopted this paragraph to comply with CCPA and any terms defined in the CCPA have the same meaning when used in this notice.

California law requires us to disclose information about the categories of personal information we collect and how we use them, the categories of sources from which we collect personal information, and the third parties with whom we share personal information. We have provided detailed descriptions above in this policy. In particular, our Services have collected the following categories of personal information from its consumers within the last twelve (12) months: As a California resident, you have the rights listed below:

-_____You can request information about how we have collected and used your personal information during the past 12 months including the categories of personal information collected, the sources from which we collected personal information, the business or commercial purpose for collecting personal information, and the third parties with whom we shared personal information.

-_____You can request a copy of the personal information that we have collected about you during the past 12 months.

-_____You can ask us to delete personal information we have collected from you. We may need certain types of information so that we can provide our Services to you. If you ask us to delete some or all of your information, you may no longer be able to access or use the Services.

-_____Right to be Free from Discrimination. We may not discriminate against you because you have exercised your rights, including, for example, by denying you access to our online services or charging you different rates or prices for the same online services, unless that difference is reasonably related to the value provided by your data. -_____The right to opt out of the sale of Personal Information, which is defined in a way that may include the transfer of data to third parties to personalize ads for you. If you opt out of the ‘sale’ of your information, we will not sell your information, including to our advertising partners, but you may continue to receive ads from our Services, which may not be as tailored to your interests.

-_____You may exercise your California privacy rights described above by emailing us. We will need to confirm your identity (e.g. first name, last name, account name, email address, state of residence, etc.) and California residency to process your requests to exercise your information, access or deletion rights.

3.3. Further Privacy Notice for EU Residents (“GDPR Notice”)

If you are a European user, you can also request limitations to the processing of your personal information, object to the processing of your information, or exercise your right to data portability.

We remind European users that they have a right to lodge a complaint with a European Data Protection Supervisor.

-_____You have a right to know what Personal Data we hold about you, how and why we handle your Personal Data. You can ask us for a copy of your Personal Data and in some cases to have the information communicated to you. If you would like to exercise your right of access please contact us as described below and let us know what information in particular you would like to receive.

-_____You have a right to request an update or correction to any of your Personal Data which is out of date, incomplete or incorrect. In certain specific circumstances you have a right to ask us to delete your Personal Data which we are holding about you.

-_____You have the right to portability of your personal data. In some circumstances, you may have the right to request that data which you have provided to us is provided to you, so you can transfer this to another data controller.

-_____You have the right to withdraw your consent at any time if we are processing your personal data with your consent.

-_____You have the right to complain to a data protection authority about our collection and use of your personal information. For more information, please contact your local data protection authority.

In some instances, our use of your Personal Data may result in automated decisions being taken (including profiling). Automated decisions mean that a decision concerning you is made automatically on the basis of a computer determination (using software algorithms), without our human review. For example, we use

automated decisions to provide direct or targeted interest-based advertising on our Services. You can opt out of direct or targeted interest-based advertising by following the instructions in Section

4. CONTACT INFORMATION

4.1. The user has the right to request withdrawal of consent to the collection and processing of personal data, as well as to change and delete them, and other rights specified in section 3 in accordance with this subsection anytime by using one of the following options:

- by contacting us at job@wowmaking.net;
- by post: 220004, Minsk, Kalvariyskaya str., 21, bulk 3, room 3.

The request will be considered and a response will be given within 15 (fifteen) calendar days from the date of its receipt by Wowmaking LLC.

4.2. Wowmaking LLC

Kalvarijskaya st. 21/3, room 3, Minsk, The Republic of Belarus

Zip code: 220004

+375293434548

E-mail: job@wowmaking.net.