

Privacy Statement

Welcome to the Resourcesoft Inc. website (this "Site"). This Site is owned and operated by Resourcesoft Inc. ("Resourcesoft"). This Statement discloses the Privacy Policy ("Policy") for the Site. Resourcesoft has created this Privacy Statement in order to demonstrate and inform you of our firm commitment to privacy. The following Policy describes how we collect, protect and use information we receive from visitors to our Site. This Policy applies only to information collected through this Site and not to information collected offline.

THE INFORMATION WE COLLECT

There are two kinds of information web sites can obtain about you:

(1) **Anonymous Information:** Anonymous Information is aggregate data that web sites use to administer their sites. It may include such information as your browser type or your Internet Protocol (IP) address. Resourcesoft may from time to time retain third parties to help us collect and aggregate Site customer information.

IP Addresses: An IP address is a unique string of numbers that is assigned to your computer by your Internet Service Provider. Web servers automatically identify your computer by its IP address. We use your IP address to help diagnose problems with our server, to administer our Site, avoid hacking attacks on the Site's server, and may use it to gather broad demographic information. We do not link IP addresses to any personally identifiable information, even if such information is voluntarily provided by a user.

Cookie Information: As is the case with many web sites, our Site uses a technology called "cookies", which are small data files that are downloaded onto your computer. The use of cookies is standard on the Internet, and allows us to tailor your visits to our Site to your individual preferences. We may also contract with third party service providers who assign cookies to conduct site tracking for us. These companies use cookies solely to provide us with aggregate data about site traffic. Although most web browsers automatically accept cookies, you can change your browser to prevent cookies or to notify you whenever you are sent a cookie. Even without accepting a cookie, you can still access most of the features on our Site.

(2) **Personally Identifiable Information:** Personally Identifiable Information is any information that personally identifies you, such as your name, email address or your telephone number. Sometimes this personal information is needed when you contact us. We may ask you to provide us with personal information in certain areas of our Site. In particular, you may be asked to provide the following:

Email Address: Scattered throughout the Site are links that can be used to contact Resourcesoft so you can comment, send a resume, make suggestions and ask questions. Your email address is required so we can answer your questions, and we prefer to have your name, so we can address our answer in a mannerly way. Resourcesoft may put information from email on file, but does not currently share, sell, license or transmit this information with third parties without express authorization from you.

Resume: The Site includes links for email submission of your resume to Resourcesoft. Once submitted to Resourcesoft, your resume will be stored on Resourcesoft's internal servers. Resourcesoft considers your resume and the accompanying Personally Identifiable Information strictly private and will only disclose such information as necessary to consider your resume or as required by law. Resourcesoft will retain your resume unless specifically instructed by you to remove your resume from our server. You may update or modify your resume at any time by submitting a new resume to info@Resourcesoft.com.

HOW WE USE GATHERED INFORMATION

The information you share with us may be used in a few ways:

(1) Anonymous Information: "Anonymous Information" is used internally for Site administration, troubleshooting and to help improve the quality of the web pages. We may share such aggregated, non-personally identifiable information, such as demographics, with existing and prospective business partners and advertisers. We do not connect aggregate information with Personally Identifiable Information, and none of the aggregate information we share will contain any information that identifies you individually.

(2) Personally Identifiable Information: "Personally Identifiable Information" collected by Resourcesoft may be used for purposes including administration of the Site and communication with you. In all cases, however, we will only use your information as permitted by law. We also may disclose Personally Identifiable Information if we are required to do so by law or we in good faith believe that such action is necessary to (a) comply with the law or with the legal process; (b) protect and defend our rights and property; (c) protect against misuse or unauthorized use of the Site; or (d) protect the personal safety or property of our users or the public. Please note that we may not provide you with notice prior to disclosure in such cases.

Access and Correction

You have a right to know about the personal information that Resourcesoft holds about you, including the right to correct, amend or delete the information that Resourcesoft has on file if it is incorrect. If you wish to exercise these rights please contact us by email or postal mail at the address provided on the last page of this policy.

SECURITY

This Site incorporates appropriate safeguards to protect the security, integrity, completeness, accuracy and privacy of any personal information collected. Our security and privacy policies are periodically reviewed and enhanced as required and only authorized individuals have access to the information you provide.

Security of information communicated by or to us over the Internet is of utmost concern to us; unfortunately, no data transmission over the Internet can be guaranteed to be 100% secure. Please note that your email, like most, if not all, non-encrypted Internet communications, may be accessed and viewed by other Internet users, without your knowledge and permission, while in transit to us. For that reason, to protect your privacy, please do not use email to communicate information to us that you consider confidential. While we strive to protect your personal information, Resourcesoft cannot ensure or warrant the security of any information you transmit

to us or through our Site, and you do so at your own risk. Once we receive your transmission, we will use reasonable efforts to ensure its security on our internal systems. Depending on the nature of the inquiry, your communication may be discarded or archived. If you wish, you may contact us instead via telephone at the numbers provided throughout our Site.

DISCLOSURE OF CUSTOMER INFORMATION THROUGH BUSINESS TRANSFERS

As we continue to develop our business, we may buy, merge or partner with other companies or businesses, and in so doing, acquire customer information. In such transactions, user information may be among the transferred assets. Similarly, in the unlikely event that a portion or substantially all of Resourcesoft's assets are sold or transferred to a third party, customer information (including your email address) would likely be one of the transferred business assets.

Our Commitment to children's privacy

Protecting the privacy of children is very important to us. The Children's Online Privacy and Protection Act of 1998 ("COPPA") defines a "Child" as anyone under the age of 13.

Resourcesoft strictly adheres to COPPA. For that reason, we do not collect or maintain information obtained through our Site from those we actually know are under 13, and no part of our Site is structured to attract anyone under 13.

EXTERNAL LINKS

This Site may provide links and/or ad banners to various web sites or sponsors that we do not control for your convenience. When you click on one of these links, you will be transferred out of our Site and connected to the web site of the organization or company that you selected. We are not responsible for the nature, quality or accuracy of the content or opinions expressed in such web sites, and such web sites are not investigated, monitored or checked for quality, accuracy or completeness by us. Inclusion of any linked web site on the Resourcesoft Site does not imply or express an approval or endorsement of the linked web site, or of any of the content, opinions, products or services provided on these web sites by us. Even if an affiliation exists between our Site and a third-party web site, we exercise no control over linked sites. Each of these linked sites maintains its own independent privacy and data collection policies and procedures. While Resourcesoft expects its advertisers and affiliates to respect the privacy of our users, Resourcesoft cannot be responsible for the actions of third parties. If you visit a web site that is linked to our Site, we encourage you to consult that web site's privacy policy before providing any personal information.

Special Notification for California Residents

Under the California Civil Code, residents of the State of California who have provided any Personally Identifiable Information to Resourcesoft have the right to request a list of all third parties to which Resourcesoft has disclosed Personally Identifiable Information during the preceding year for direct marketing purposes. Alternatively, the law provides that if Resourcesoft has a privacy policy that gives either an opt-out or opt-in choice for use of Personally Identifiable Information by third parties (such as advertisers or affiliated companies) for marketing purposes, Resourcesoft may instead provide you with information on how to exercise your disclosure choice options. Resourcesoft qualifies for the alternative option and has adopted a policy of not disclosing the personal information of customers to third parties for the third parties' direct

marketing purposes if the customer has exercised an option that prevents that information from being disclosed to third parties for those purposes. It has established this Policy that provides you with details on how you may either opt-out or opt-in to the use of your Personally Identifiable Information by third parties for direct marketing purposes. If you are a California resident and request information about how to exercise your third party disclosure choices, please send a request to info@Resourcesoft.com with a preference on how our response to your request should be sent.

CONSENT AND JURISDICTION

This Site is controlled, operated and administered entirely within the United States. By using this Site, you signify your agreement to the terms of this Policy. If you do not agree with this Policy, please do not disclose any personal information through this Site. This Policy and the use of this Site are governed by The Commonwealth of Massachusetts. Any claim related to the Site or this Policy shall be brought in a federal or state court in The Commonwealth of Massachusetts within one year after the claim arises. Users of the Site consent to the jurisdiction and venue of such courts as the most convenient and appropriate for the resolution of disputes concerning this Policy. This Policy and the notices outlined herein are not intended to and do not create any contractual or other legal rights in or on behalf of any third party.

Modifications To Privacy Policy

Resourcesoft may modify this Policy at any time, at its discretion, and modifications are effective upon being posted on this Site. You are responsible for reviewing this Policy periodically to ensure that you are aware of any changes to it.

ACCOUNT REVISIONS, REVOKING AND DELETING PERSONAL INFORMATION

We welcome your questions, comments and all feedback pertaining to your privacy or any other issue with regard to this Site.

At any time, you may revoke your consent, cease further use of your email address to send you updates, and direct us to delete the information you have supplied. Although it is not always possible to remove or modify such information, we will make reasonable efforts to do so. If you have given us information for one of those third parties we mentioned above and we have already passed it on, we cannot delete or change the information.

In the event that you have given us Personally Identifiable Information in the past and then have second thoughts or want to update it, you may send an email or contact us by regular mail:

E-mail: info@Resourcesoft.com

Corporate Address:

Resourcesoft Inc.

33 Boston Post Road West, Suite 230, Marlborough, MA 01752