

Work For Warriors Nevada knows that your privacy is important to you, and we want you to know that it is important to us too. This Policy will explain the types of information we collect through our Web site and the various social networking platforms that we use (each, a "Site"), how we will use, disclose and protect this information once it is collected, and how you can opt-out of some of our uses and disclosures of your information. This Privacy Policy applies if you are using this Site for personal, family or household purposes, and does not apply to any business entities.

Here are a few general principles to keep in mind as you read through this Policy:

- The Site is operated by the Work For Warriors Nevada and its affiliated organizations (referred to collectively in this policy as "Work For Warriors NV," as well as "we," "us," "our" and other similar pronouns).
- CALIFORNIA'S "SHINE THE LIGHT" LAW, CIVIL CODE SECTION 1798.83, REQUIRES CERTAIN BUSINESSES TO RESPOND TO REQUESTS FROM CALIFORNIA CUSTOMERS ASKING ABOUT THE BUSINESSES' PRACTICES RELATED TO DISCLOSING PERSONAL INFORMATION TO THIRD PARTIES FOR THE THIRD PARTIES' DIRECT MARKETING PURPOSES. YOU MAY REQUEST INFORMATION REGARDING OUR SHARING OF PERSONAL INFORMATION WITH THIRD PARTIES FOR THE THIRD PARTIES' DIRECT MARKETING PURPOSES BY CONTACTING US IN WRITING AT CUSTOMER SERVICE, WORK FOR WARRIORS NEVADA, 685 E.PLUMB LANE, RENO, NEVADA 89502 , OR BY SENDING AN E-MAIL TO INFO@WORKFORWARRIORSNV.ORG , ATTN: WEBMASTER.
- This Policy does not apply to information that you may provide to us, or that we may obtain, other than through our Site, such as over the phone, by mail, or in person.
- IF YOU ARE LOCATED OUTSIDE OF THE UNITED STATES, YOU SHOULD KNOW THAT THE INFORMATION YOU PROVIDE TO US IS BEING TRANSMITTED TO US AND PROCESSED IN THE UNITED STATES AND WILL BE PROTECTED SUBJECT TO THIS PRIVACY POLICY AND UNITED STATES LAWS, WHICH MAY NOT BE AS PROTECTIVE AS THE LAWS IN YOUR COUNTRY. ALSO, THIS SITE PLACES COOKIES AND LOCAL SHARED OBJECTS ON YOUR COMPUTER OR DEVICE WHICH ARE FURTHER DESCRIBED BELOW. BY USING THE SITE, YOU AGREE TO THIS.

Opt-In and Opt-Out

You may have the right to opt-in to or opt-out of certain of our uses and disclosures of your Personal Information. For example, when you are asked to provide Personal Information on this Site, you may have the opportunity to elect to, or not to, receive messages from us by e-mail. We will not send any promotional emails to you, Newsletters, or advertisements unless you Opt In to them. You can also opt-out of our Newsletters by clicking on the opt-out link within the e-mail you receive. Please understand that it may take us a few days to process any opt-out request and that even if you opt-out of receiving promotional correspondence from us, we may still contact you in connection with your relationship, activities, transactions and communications with us.

What information is collected on this Site?

User-Provided Information

“Personal Information” is information that can be used to identify you as an individual or allow someone to contact you, as well as information attributed with such information. We collect Personal Information (PII) such as your name; company name; postal addresses; e-mail addresses; telephone numbers; gender; site browsing and transaction history; job history and application information when you register for our program services. For example, we collect Personal Information when you conduct a transaction on our Site; create an account on our Site; sign up for our newsletters; register for events; or submit a comment or question to us using a “contact us” or similar feature on the Site.

Site Usage Information

As is the case with many Web sites, our servers automatically collect your IP address when you visit our Site, and we may associate that with your domain name or that of your Internet access provider. If you visit a mobile optimized version of the Site, we may receive data from or about the mobile phone or devices that you use to access the Site, including type of device and mobile carrier. We may also capture certain “clickstream data” pertaining to your Site usage. Clickstream data includes, for example, information about your computer or device, Web browser and operating system and their settings, the referring page that linked you to the Site, the pages, content or ads you see or click on during your visit and when and for how long you do so, items you download, the next Web site you visit when you leave the Site, and any search terms you have entered on the Site or a referral site.

Among other things, this information enables us to generate analytics reports on the usage of our Site. To opt-out of your Site usage being included in our Google Analytics reports, [you may follow these instructions](#).

- A pixel tag (also known as a “clear GIF” or “web beacon”) is a tiny image – typically just one-pixel – that can be placed on a Web page or in our electronic communications to you in order to help us measure the effectiveness of our content by, for example, counting the number of individuals who visit us online or verifying whether you’ve opened one of our e-mails or seen one of our Web pages.

These tracking technologies may be deployed by us and/or by our service providers . These technologies enable us to assign a unique identifier to you, and relate your Site Usage Information to other information about you.

By using our Web Site, you consent to our use of these tracking technologies as described above.

Do-Not-Track Disclosures

Some Web browsers may transmit “do-not-track” (DNT) signals to the Web sites with which the user communicates. Because of differences in how Web browsers incorporate and activate this feature, it is not always clear whether users intend for these signals to be transmitted, or whether they even are aware of them. Because there currently is no industry standard concerning what, if anything, Web sites should do when they receive such signals, we currently do not change our tracking practices (which are explained in more detail under the Site Usage Information section above) in response to DNT settings in your Web browser. If and when a final standard is established and accepted, we will reassess how to respond to these signals.

Our third party partners, Web analytics companies and social media and networking platforms, collect information about your online activities over time and across our Site and other online properties. These third parties do not change their tracking practices in response to DNT settings in your Web browser and we do not obligate these parties to honor DNT settings. We utilize Google Analytics for our Web analytics and you can opt-out from your data being used by Google Analytics by visiting <https://tools.google.com/dlpage/gaoptout>. To opt-out of internet-based behavioral advertising, visit <http://www.aboutads.info/choices> or <http://www.networkadvertising.org/choices>.

How is your information used?

We may use the information we collect from and about you to perform the following business functions:

- enabling users to use our Site and its features
- processing and fulfilling your transactions
- administering the Site and your account with us
- responding to your requests, questions, and concerns
- market research
- developing new features and offerings on the Site
- sending you marketing and other communications, including information about products, services, and events, of ours and of others, that we think might interest you. You may opt-out of receiving such notices from us by following the instructions in the **Opt-In and Opt-Out** section above.
- protecting our rights and property
- preventing fraud
- customizing our Site to your interests and history with us
- assisting you in finding the employment services in Nevada for Veterans
- otherwise for research and development, analytics, and to improve, enhance and develop new products, services and other offerings

To perform the above functions, we may match information collected from you through different means or at different times, including both Personal Information and Site Usage Information, and use such information along with information obtained from other sources (including third parties) such as demographic information and updated contact information.

We or our service providers may also use your information to assess the level of interest in, and use of, the Site, our e-mails and our other messaging campaigns both on an individual basis and in the aggregate.

Social Networking

We maintain presence on several social networking and blogging platforms, such as Facebook, Twitter, LinkedIn, Yelp, Pinterest, and MailChimp. We also incorporate some third party social networking features onto our Site that allow you to share and/or publicly post content or information from our Site to your profile on a third party social network. Through these platforms and features, we receive some Personal Information and some Site Usage Information about you, and this Privacy Policy applies to that information as well. In addition, third party social networking platforms and blogging platforms have their own privacy policies which explain how the third parties that provide them will use and protect your information.

Security

While we endeavor to protect the security and integrity of sensitive Personal Information collected via this Site, due to the inherent nature of the Internet as an open global communications vehicle, we cannot guarantee that any information, during transmission through the Internet or while stored on our system or otherwise in our care, will be absolutely safe from intrusion by others, such as hackers.

If you correspond with us by e-mail or using Web forms like a “contact us” feature on our Site, you should be aware that your transmission might not be secure. When you submit your PII on our Registration form, this is a secure document. If we believe that the security of your Personal Information in our care may have been compromised, we may seek to notify you of that development. If a notification is appropriate, we will endeavor to notify you as promptly as possible under the circumstances. If we have your e-mail address, we may notify you by e-mail. **You consent to our use of e-mail as a means of such notification. If you prefer for us to use the U.S. Postal Service to notify you in this situation, please e-mail us at webmaster@workforwarriornv.org**

“Linked-To” Web Sites

The Site contains links, banners, widgets or advertisements that lead to other Web sites. We are not responsible for these other sites, and so their posted privacy policies (not this Policy) will govern the collection and use of your information on them. We encourage you to read the privacy statements of each Web site visited after leaving the Site to learn about how your information is treated by others.

Changes to this Privacy Policy

We may change this Policy from time to time. When we do, we will let you know by posting the changed Policy on this page with a new “Effective Date.” In some cases (for example, if we significantly expand our use or sharing of your Personal Information), we may also tell you about changes by additional means, such as by sending an e-mail to the e-mail address we have on file for you. In some cases, we may request your consent to the changes.

Contact Us

If you have any questions or comments regarding our privacy practices, you may contact us at:

W4W Information

685 W. Plumb lane

Reno, Nevada, 89502

We can also be reached by phone at 775-384-5812 and by e-mail at webmaster@workforwarriorsnv.org or at info@workforwarriorsnv.org