

## CAREERS.ENTERPRISE.COM Privacy policy

**UPDATED: December 6, 2013**

Enterprise Holdings, Inc. through our affiliates and subsidiaries operating under the Alamo Rent A Car brand, National Car Rental brand and Enterprise brands (Rent-A-Car, Car Sales, Car Share, and Truck rental), and Enterprise Fleet Management ("Employer") and our third party contracted employment-related vendor(s) ("Vendor") process personal data relating to applicants seeking employment at Employer solely for the purposes of managing the application and recruitment process, and for related human resources purposes. We have implemented this privacy policy (the "Privacy Policy") to explain to you how we use and protect personal information we may gather from you by means of this Web site or our Mobile sites (each a "Site"). **By using our Site, you consent to the collection, use and disclosure of your information, as described in this Privacy Policy. If you do not agree to the terms of this Privacy Policy, please do not use our Site.**

The Vendor's relationship with Employer is that of an independent contractor and does not serve as Employer's agent or employee.

While each Vendor and the Employer have instituted security precautions to protect the privacy of data you submit, Vendors and the Employer cannot guarantee security or confidentiality against all hackers, other attacks, or other security failures. The Employer and Vendor will not disclose your information to any third party other than in accordance with this Privacy Policy.

### INFORMATION YOU PROVIDE

In order that the Employer and Vendor can provide a personalized recruitment and selection service, you will be asked to submit personal information such as your name, e-mail address, postal address and telephone number along with information relevant to your education, qualifications and experience.

### AUTOMATED INFORMATION

We may use cookies, web beacons, pixel tags, log files, local shared objects (Flash cookies) or other technologies to collect certain information about visitors to the Site. For example, when you visit this Site, we may automatically collect information from and about you including your IP address, the type of internet browsers you use, the site from which you linked to this Site, or information about your browsing behavior, such as the date and time you visit the site, the areas or pages that you visit, or other click-stream or site usage data. Information may be supplied from time to time to the owners or operators of third party Web sites from which it is possible to link to this Web site; however, this will be information relating to the number of users linking to the Web site. If you are using a mobile device to access our Site, we also may collect your mobile device brand and model information, mobile operating system, and carrier.

This information facilitates your use of the Site and helps the Vendor and Employer provide you with a better Site experience. For example, cookies can ensure that you do not need to re-enter details each time you visit the Web site. You can erase or block cookies from your computer or device if you want (your help screen or manual should tell you how to do this), but certain services on this Site may not work correctly if you set your browser not to accept cookies. To opt out of the use of cookies for analytics purposes by certain service providers, please [click here](#).

Cookies may also be placed by third parties, such as sites we may advertise with, our Affiliates and/or business partners, during your visit to the Site. These companies employ cookie and pixel tag technology for behavioral marketing purposes and to measure and improve the effectiveness of ads for their clients. These companies do not collect personally identifying information. These third-party advertising companies may use this automated information about your visits to this Site and other sites in order to

provide ads that are more relevant to you. We do not control these cookies. If you would like more information about this practice, and to know your choices about not having this information used by certain companies, [click here](#). Please note this does not opt you out of being served advertising. You may continue to receive ad; however, they will not be tailored to you. To learn how to manage privacy and storage settings for Flash cookies, please click [here](#).

We access location-based information from your mobile device when you use one of our mobile Sites. We do not use this information to specifically locate you for any reason other than to provide you the service. If you do not wish to allow us to use your location information then please do not use the service. If you have allowed us to use your location information and wish to revoke the permissions, please turn off location services or change the permissions on your mobile device. Failing to provide requested location-based information will not inhibit your ability to browse the Site, but it may prevent you from being able to complete certain transactions or receive certain services from us.

## **HOW INFORMATION IS USED**

By submitting personal information, you grant the Employer and Vendor the right to use personal data for the following purposes:

- for test data by Vendor in connection with their business of helping employers select qualified job applicants;
- recruitment and selection by Employer;
- As part of this validation research, the data may be processed by the Vendor and disclosed to their employees and professional advisors, including affiliate companies in other countries or locations;
- for the Vendor to gather data submitted by you and to transmit this data to the Employer for purposed of the Employer's equal opportunity monitoring;
- to contact you regarding your application;
- to provide information about employment related events and job postings; and
- to communicate via newsletters and e-mail campaigns about employment related topics.

Employer may retain, review, disclose, and share your personal information with others for Employer's legal, recruitment, and selection purposes.

Employer may also investigate your background or consult with others about your background for Employer's legal, recruitment or selection purposes. Records of unsuccessful applications are retained by the Vendor and Employer for a period of up to 2 years unless you have provided your consent for this information to be retained beyond this time.

Other than the disclosures referred to in this policy, the Employer and the Vendor will not disclose any personal information without your permission unless we are legally entitled or obliged to do so (for example if required to do so by Court Order or the purposes of prevention of fraud or other crime).

Employer may also use information collected from and about you to review the usage and operations of our service; improve our content, products, and service; address problems with our service or business; manage our telecommunications networks; protect the security or integrity of the service or our business; and as described to you at the point of collection.

Employer or its affiliates may sell or buy other businesses or entities. In such transactions, personal information may be one of the transferred business assets. Also, in the event that Employer or substantially all of its assets are acquired, your personal information may be one of the transferred assets. You will be notified via email or prominent notice on our Site for 30 days of any such change in

ownership or control of your personal information.

## **SOCIAL MEDIA WIDGETS**

Our Site includes Social Media Features, such as the Facebook Like button, Widgets, the Share this button or interactive mini-programs that run on our site. These Features may collect your IP address, which page you are visiting on our site, and may set a cookie to enable the Feature to function properly. Social Media Features and Widgets are either hosted by a third party or hosted directly on our Site. Our third-party video provider may use html 5 or “local shared objects” to store your preferences, such as volume control. Local shared objects are different from browser cookies because of the amount of, type of, and how data is stored. Your interactions with these Features are governed by the privacy policy of the company providing it.

## **CHANGES TO THIS POLICY**

We may update this Privacy Policy to reflect changes to our information practices. If we make any material changes we will notify you by email (sent to the e-mail address specified in your account) or by means of a notice on this Site prior to the change becoming effective. We encourage you to periodically review this page for the latest information on our privacy practices.

## **YOUR DUTY TO ENSURE THE ACCURACY OF THE DATA YOU SUBMIT**

Both the Employer and the Vendor take reasonable steps to ensure that information you provide to us is maintained in an accurate and complete fashion. The Employer and Vendor provide you with the ability to examine the personal information you submit as part of the online application process and to make changes by editing, deleting or appending your information on this Site. It is your responsibility to review your information and insure its accuracy.

## **CONTACTING US AND CHANGES TO YOUR INFORMATION**

If at any time you would like to contact the Employer about your information or its privacy practices, you can send an email to [jobsprivacy@ehi.com](mailto:jobsprivacy@ehi.com) or write to Enterprise Holdings, Inc., Attn: Privacy – Recruiting, 600 Corporate Park Drive, St. Louis, MO 63105.