

BIOMETRIC IDENTIFIER AND INFORMATION POLICY

As used below, the Company refers to InterSolutions, LLC and its affiliated companies including but not limited to Kares Management, Inc.

Applicants and/or employees of the Company may use a computer, tablet, mobile phone and/or other electronic devices and one or more software applications on the computer, tablet, mobile phone and/or other electronic devices for various reasons related to their application and/or employment with the Company, including but not limited to searching for assignments, receiving information about assignments, accepting assignments, recording time worked, communicating with the Company, its vendors and its clients, and other reasons. Any such computer, tablet, mobile phone, other electronic devices together with the software applications on any of them are collectively referred to below as "Equipment".

The Equipment may collect, store and use individual biometric identifiers such as a retina or iris scan, fingerprint, voiceprint, or scan of hand or face geometry, and/or information based on these biometric identifiers, in order to identify individuals and to permit individuals to access and use the Equipment. These biometric identifiers together with any biometric information (which is information based on these biometric identifiers) are collectively referred to below as "BII". The terms biometric identifier and biometric information are more fully defined by applicable law, including but not limited to the Illinois Biometric Information Privacy Act (740 ILCS 14 et. seq.), and BII shall be construed consistent with these definitions and these laws.

It is not anticipated that the Company will receive BII which is captured on the Equipment as that will be retained within the Equipment and not in the possession of the Company. If the Company does receive BII, the Company has undertaken measures to safeguard all personal information connected to the BII so as to minimize the risk of fraud or identity theft and the Company will use a reasonable standard of care in the storage, transmission and protection of the BII as it does in the storage, transmission, and protection of other confidential and sensitive employee information.

If the Company does receive BII, the Company's use of any BII is limited to lawful purposes. In accordance with applicable law, the Company does not sell, lease, trade or otherwise profit from BII. In addition, the Company will not disclose, redisclose or disseminate BII unless the disclosure, redisclosure or dissemination: (1) completes a financial transaction requested or authorized by the subject of the BII or their legally authorized representative; (2) is required by state or federal law, or municipal ordinance; (3) is required pursuant to a valid warrant, subpoena or court order; or (4) is otherwise made pursuant to the consent of the subject of the BII or their legally authorized representative.

If the Company does receive BII, the BII will be stored and used by the Company during the time of the individual's application and/or employment with the Company, and for an additional period of time of three (3) years thereafter in accordance with law. The BII will be permanently destroyed no later than (1) when the initial purpose for collecting or obtaining the BII has been satisfied or (2) three (3) years following the later of the date of the individual's application or the date of the termination of the individual's employment from the Company (regardless of the reason(s), whether voluntary or involuntary, for the termination).

If the Company does receive BII; the Company may share the BII with its affiliated entities and third party vendors who assist in the management and administration of the business and operations of the Company.