



PRIVACY STATEMENT

This Statement is effective as of July 1, 2012.

What this Statement Covers

MediPharmDirect Inc. ("MediPharmDirect," "we," "us," "our") respects your privacy and protects the confidentiality of personal information and this Statement provides you with information about the policies and practices MediPharmDirect Inc. follows when it collects and uses personal information. This Statement outlines what information we collect, how we use it, and under what circumstances, if any, we disclose it. MediPharmDirect Inc. adheres to privacy legislation – meaning we follow the law when it comes to what information may be collected, how it is used and how it is maintained or protected. This Statement is made available to all candidates who choose to apply to register with MediPharmDirect Inc. This statement is also provided to corporate clients who choose to hire MediPharmDirect Inc. to assist with the filling of positions within their firm. This Statement provides you with detail as to the choices you may make regarding the collection of your information and how that information is used. By providing your personal information to MediPharmDirect Inc., you permit MediPharmDirect Inc. to use and share that information in accordance with this Statement.

Any links to the websites of third parties that are provided to you by MediPharmDirect Inc. are provided solely as a convenience to you without endorsement or representation of any kind. Therefore, this Statement does not apply to the collection of personal information by third parties, even if and when MediPharmDirect Inc. provides you with links to the websites of third parties. Posted privacy statements of all sites should be reviewed prior to submitting personal information on them and we encourage you to always review the privacy policies and related practices of third parties and their websites.

Collecting Personal Information

MediPharmDirect Inc. uses your personal information only with your consent. You can visit our website without sharing any personal information. You may choose to provide information to MediPharmDirect Inc. while visiting our website (resume) by applying for a posted job opportunity in the job portal or by emailing us directly. If you are an applicant whose background matches typical profiles our clients hire for, you will be provided with an electronic application form and you may choose to provide information on the form including education, employment experience, and other details concerning your background. In order to be considered for opportunities with our corporate clients, you may choose to provide MediPharmDirect Inc. with reference contact information. Periodically, MediPharmDirect Inc. may hold contests or conduct surveys and you may choose to provide personal information to enter a contest or to complete a survey.

If you are a job seeker, the information collected from you may include: contact information (name, address, telephone number, email address, alternate contact information and emergency contacts); online identification information (user IDs, passwords, security questions); personal history (resume, cover letter, education and employment history, credentials/licenses/certifications, work or job interests, reference and relevant background checks); and other information reasonably linked to finding you a position (location/wage rate/duties preferences, choice of contact method, etc.). In the event that temporary employment is offered to you, we will request information from you that is necessary to satisfy the Canada Revenue Agency payroll requirements.

MediPharmDirect Inc. also collects information from commercial providers, such as online job boards, and other sources it believes to be credible. This information may be used to supplement the information you provide to us.

MediPharmDirect Inc. may collect similar information from other sources in accordance with this Statement, such as information from a reference you provide, or information from a corporate client, but will not collect information that is not reasonably required for the purpose of finding you permanent, direct-hire contract, or temporary employment. Collection may include information of a corporate client or corporate prospect and its personnel.

MediPharmDirect Inc. may also use automatic data collection tools, such as web beacons, cookies, and other common tools that collect standard information that your browser sends out, when you connect to our website. The technology used to gather "cookie" information is provided by the Internet browser you use, and is stored on your computer. You may set your browser to disable or refuse to accept cookies, although doing so may affect your viewing of certain portion of the MediPharmDirect Inc. website. This information may be collected in addition to the information that you provide to us. (Collectively, the foregoing is referred to as "Usage Data"). We use "usage data" for the purposes of monitoring and improving the use and features of our website.

How We Use Your Information

The information we collect assists us in understanding your preferences and helps us to provide you with better services and/or customized responses. As an example, if you are a job seeker we may use your information to:

- Understand your qualifications, needs and preferences;
- Verify your qualifications and background;
- Allow us to communicate with you about work opportunities that we believe may meet your career satisfaction goals, or put you in touch with other opportunities, such as training, resume writing or coaching services;
- Contact and collect information about you from references supplied by you upon your approval;
- Match your qualifications to corporate client opportunities and fulfill their requests for information about job candidates;
- Connect with you concerning contests, surveys or other initiatives;
- Assess and develop our business and operations so that we may better service job seekers and our corporate clients and,

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- Provide payroll and other HR functions to you, for temporary staffing arrangements, and survey you to ensure we are offering our temporary employees the best possible opportunities and to provide our corporate clients with constructive feedback.
- Please note: All active temporary employees on the payroll of MediPharmDirect Inc. or on the payroll of a third party payroll service provider chosen by MediPharmDirect Inc. will receive communication from MediPharmDirect Inc. or the third party payroll service containing pertinent information related current placement(s).

If you are a corporate client or prospect, MediPharmDirect Inc. may use your information to:

- Understand and verify your needs;
- Assist you in making a request for job candidates or to complete a transaction;
- Communicate with you about our services and potential candidates;
- Provide support in connection with our services;
- Verify and confirm the information we currently have in the corporate file(s);
- Ensure our temporary employees are consistently meeting client expectations;
- Bill you for our services and verify related commercial matters; and
- Update you on new services and other information about the industry that we believe may be of interest to you.

MediPharmDirect Inc. gives you the opportunity to choose and change the privacy preferences we use to communicate with you. If you wish to change these communication preferences, please contact us directly, as set out below.

How We Share Your Information

MediPharmDirect Inc. does not sell or lease your personal information to others and your information is only shared with others in accordance with this Statement.

As a job seeker you rely on MediPharmDirect Inc. to match your information with potential opportunities, so we only share your personal information with corporate clients when we feel there is a potential opportunity that fits your skills. We seek your consent before sharing your information and then only provide the information we believe is needed to allow a corporate client to make an informed decision regarding you as a job candidate.

Consent can be express or limited. Express consent can be verbal or written. You imply consent when we reasonably conclude that you have given consent by some action you have taken, or when you decide not to take action. For example, by providing your contact information, profile, or other personal information to a Recruiter or other representative of MediPharmDirect Inc. or through our website, you are granting your consent to allow MediPharmDirect Inc. to use your profile information as outlined in this Statement.

MediPharmDirect Inc. uses third party service providers to deliver some of its services, including a payroll service. We share with these service providers only that information which is required for them to perform their services, and each service provider is required by contract to keep confidential and secure the information we send them.

As a requirement of providing our services, MediPharmDirect Inc. will store and process your personal information in Canada or in the US, using US-based third party service provider(s) in accordance with this Statement. Any personal information stored or processed outside of Canada will be subject to the laws of that jurisdiction.

We may also share your information with our affiliates if and when we believe it is necessary to support our services, and only where they agree to protect it in the manner set out in this Statement. Except as set out in this Statement, MediPharmDirect Inc. will not share your personal information with other third parties without your consent, unless required by law or a duly authorised legal process, such as a court order. Certain personal information may be disclosed to third party contractors solely for the purposes of processing or answering your request. We may also disclose your personal information to third parties that administer or manage online services on our behalf.

Retention and Security of Personal Information

While MediPharmDirect Inc. would like your consent to continue to collect and use your information as outlined you do have choices. MediPharmDirect Inc. retains your information only as long as required for the purposes it was collected. For job seekers, that would be for as long as you are seeking placement and wish to remain in our systems, or as long as legally required by statute or contract. We maintain the security of your personal information through access control, logical security (security of applications, hardware and data), and physical security of our facilities. In addition we strive to keep your personal information accurate through processes and policies that help maintain the accuracy of recorded information.

Notwithstanding the foregoing, you should be aware that, unfortunately, no data transmission over the Internet can be fully guaranteed to be secure. As a result, MediPharmDirect Inc. does not represent, warrant, or guarantee that personal information will be protected against loss, misuse or alteration and does not accept any liability for personal information submitted by you, nor for your or third parties' use or misuse of personal information.



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Access to Your Information and Accuracy of Information

MediPharmDirect Inc. provides you with reasonable access to the personal information you provide to us. We will provide you with the opportunity to update or correct that information, provided that you can verify your identity to us through the use of security questioning (via telephone/in-person), and online, where applicable, through the use of user IDs, passwords and/or applicable security questions.

MediPharmDirect Inc. strives to maintain accurate records but this cannot be achieved without your help, so we ask you to provide us with your most up-to-date information. To view and change the personal information that you provide to us, contact the MediPharmDirect Inc. person you normally deal with. If you are a job seeker, you may also email MediPharmDirect Inc., in confidence, at candidates@medipharmairect.com. If you are a corporate client, you may email MediPharmDirect Inc., in confidence, at employers@medipharmairect.com

Changes to This Policy

MediPharmDirect Inc. reserves the right to modify or supplement this Statement periodically in response to changes in the law or changes in how it provides its services at any time. If we change this Statement we will post the revised statement on this site, along with the effective date of the change and a 30 day notice of the change, provided that, if the change is material we may also provide alternative notice, such as by posting the changes on our home page or by contacting you by e-mail. If you visit MediPharmDirect Inc.'s website after a period of more than 30 days, please check this Privacy Statement to confirm you are familiar with the most recent update. Your continued use of this site will constitute your consent to the changes, including use of personal information previously provided, as if they were the initial terms. However, we will seek your consent if we want to use your personal information for purposes other than those agreed to previously.

How to Contact Us

MediPharmDirect Inc. takes its responsibility for the management and confidentiality of the personal information it collects seriously. If you have any concerns about this Statement, or believe that MediPharmDirect Inc. is not abiding by it, please contact our Company Privacy Officer at:

Jennifer Andrew
Company Privacy Officer
jennifer.andrew@medipharmairect.com
MediPharmDirect Inc.
104-155 Main Street East, Grimsby, Ontario L3M 1P2



Website Terms of Use

Acceptance of Terms

Thank you for visiting MediPharmDirect Inc.'s ("MediPharmDirect's," "we," "us," "our") website (the "website," www.medipharmairect.com). Please read through the following terms and conditions ("Terms of Use") carefully before using the website. By accessing and using this website, you are hereby accepting and agreeing to be bound by the Terms of Use set forth herein. If you do not agree with these Terms of Use, your sole recourse is to leave the website immediately and not use the website.

MediPharmDirect reserves the right, in its sole discretion, to revise the Terms of Use by updating this page/document. By accessing or using this website after the change, you are accepting the revised terms. It is your responsibility to visit this page periodically to review any changes that may take place.

Material and information available on the website is intended for educational and informational purposes only and does not constitute professional advice of any kind.

Limited License

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Disclaimer of Warranty

Although we work diligently to ensure the content contained on the website is up-to-date and accurate, errors and/or omissions may occur. Accordingly, all materials found on MediPharmDirect's website are provided "as is" and are provided without any warranty, either express or implied. Therefore, while MediPharmDirect does put every effort into building an accurate website, we do not guarantee that the information or advice found on this website is accurate, timely, or complete. Furthermore, MediPharmDirect does not warrant the quality or functionality of this website or the software which it uses to operate, nor do we warrant that it will be free from viruses or other harmful components. Any material that you choose to download is done so at your own risk. In no event shall MediPharmDirect be liable to you or any other person or entity for any direct, indirect, special, exemplary or consequential damages, including lost profits, arising from or in connection with the use of, or the inability to use, the website or any content or services, even if MediPharmDirect has been advised of the possibility of such damages. Applicable law may not allow the limitation or exclusion of liability for incidental or consequential damages, so the above limitation or exclusion may not apply to you.

Posting Content

MediPharmDirect's website allows you to post content to the site which, at this time, includes privately posting your resume. When posting any content to the site, users must adhere to the following condition:

- All information is the sole responsibility of the person who posted it. Therefore, you are entirely responsible for any information that you may post anywhere on the MediPharmDirect website.

All users are prohibited from posting, uploading, or transmitting any information that:

- Is false, incomplete or inaccurate. This applies to, but is not limited to, the content in resumes posted by candidates;
- Is abusive, offensive, unlawful, harmful, threatening, harassing, hateful, or objectionable in any way that may refuse another person from his or her human rights;
- Impersonates any person or entity;
- Can be considered spam, junk mail, or any form of advertising;
- Contains viruses or any other material that may disrupt, destroy, or in any way harm the software found on the website.

You also understand and agree that MediPharmDirect has the right, but not the obligation, to monitor the content of this website to determine compliance with these Terms of Use and any operating rules established by MediPharmDirect and to satisfy any law, regulation or authorized government request. MediPharmDirect also has the right, in our sole discretion, to edit, refuse to post or remove any material submitted to or posted on this website.

Trademarks, Copyrights, and Intellectual Property

By accessing the website, you acknowledge that MediPharmDirect Inc., MediPharmDirect.com, and all MediPharmDirect logos and slogans are registered trademarks of MediPharmDirect Inc. MediPharmDirect Inc. either owns the intellectual property rights to any underlying html code or has obtained permission from the owner of the intellectual property to use the content on our website. The use or reproduction of any trademarks, copyrights, or intellectual property is strictly prohibited unless you have obtained written permission from MediPharmDirect.



Website Terms of Use, Continued (Page 2/2)

Third Party Links

Any third party links contained on the MediPharmDirect website are provided for convenience purposes only. MediPharmDirect does not endorse any of the information found on the third party sites, nor do we warrant the third party sites. In no way are we responsible for:

- The legality, accuracy, timeliness, or completeness of the content found on the sites;
- The functionality of the sites;
- The warranties held by the third party sites regarding content, functionality, and products; and,
- Any damages, costs, or losses resulting from reliance on third party sites.

Jurisdiction/Applicable Laws

MediPharmDirect's head office and the management of this website are located in Ontario, Canada and, therefore, these Terms of Use and the relationship between you and MediPharmDirect will be governed by the Province of Ontario and the Federal Government of Canada. Any disputes regarding the interpretation of the Terms of Use will be directed to the courts of the responsible government. Should any part of these Terms of Use be considered invalid by a competent court of law, it shall be severed however all remaining sections to the Terms of Use will remain in place.

Indemnity

By using this website, you agree to indemnify and hold harmless MediPharmDirect and all its affiliates, shareholders, members, officers, directors, agents, licensors and employees from and against any and all losses, expenses, damages, claims, fines, penalties, costs and liabilities (including reasonable legal and accounting fees and expenses), resulting from (a) any content you (or anyone acting under your password or user name) submit, post, transmit, or make available on the website and/or (b) your use of this website, connection thereto, or any alleged violation by you of these Terms of Use.

Privacy

MediPharmDirect respects your right to privacy of your personal information. Please review our Privacy Statement for details on the manner in which we collect, use, disclose and otherwise manage any of your personal information.

Further Information

To acquire a hard copy of these Terms of Use, please contact: jennifer.andrew@medipharmdirect.com

For further information about the Terms of Use or to place any questions or concerns about the Terms of Use, please contact: jennifer.andrew@medipharmdirect.com