

The World Privacy Forum

2003 Job Search Privacy Study

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[This consumer guide is excerpted from the full 2003 Job Search Study.]

Consumer Guide to Online Job Sites

How to read and understand the site results

Each site underwent extensive testing. The results of the testing are listed under each site. For general consumer tips about job searching online, please see heading, “Consumer Tips for Job Searching Online.”

Here are explanations of each item in the site listing:

- **Privacy policy:** This indicates if a site has a posted privacy policy on its Web site. A privacy policy is a legal document that will indicate to you how a company will use and handle your personal data.
- **Registration required/not required:** This tells you if you have to register and give your personal information before you may look at job ads.
- **Deposits third party session cookies:** This means that the site will put information on your computer from companies other than the site you are visiting. The information will last on your computer until you close your browser, or for one browsing “session.”

- **Deposits short term third party cookies:** This means that the site will put information on your computer from companies other than the site you are visiting. This information is short-term and will expire sometime between a day to a month or two.
- **Deposits persistent third party cookies:** This means the site you are visiting will put information on your computer from companies other than the site you are visiting. This information will be on your computer for anywhere from 6 months to decades, unless you erase it or do not accept it in the first place.
- **0 third party cookies:** this means the site will not put cookies belonging to another company on your computer when you visit the site.
- **Persistent cookies from site:** This means that the site you are navigating to will place its own cookies, or information, on your computer. This information will last anywhere from six months up to a decade or more unless you delete it.
- **Site responded to privacy query:** This means that when researchers sent a consumer question about privacy to the site via email, that the site either did or did not answer the email.
- **Site allows use of anonymizing services:** If a site supports or allows anonymizing services, it means you can use the site without revealing your identity at all. Anonymizing services include use of proxies, like the Junkbuster proxy < <http://www.junkbuster.com/>> or free/pay services such as @nonymouse < <http://anonymouse.ws/>> and Anonymizer.com < <http://www.anonymizer.com/>> . Anonymizer.com has a free privacy test you can take to see what your Internet browser is revealing when you visit Web pages. All you do is visit the URL, and it will tell you what it sees:
<<http://www.anonymizer.com/privacytest/index.shtml>>
- **Resume posting resulted in:** This lets you know what happened to researchers' test resumes. All of the resumes were posted openly, not confidentially. This means that the resumes received maximum exposure, which is what most job seekers choose when posting resumes. If a marketing statement (we will send you information about our site) was automatically selected, we left it selected. Researchers opted in to receive marketing information from the site if it was not already done for them.
- Occasionally, some sites have additional notes. For example, if SSN is requested at the site, we list this.

Important Consumer Tips to remember when accessing online sites:

- No matter what site you access, you should always be extremely careful about giving out your SSN, date of birth, gender, race, and any sensitive medical or personal information.
- Title VII of the Civil Rights Act of 1964 < <http://www.eeoc.gov/laws/vii.html>> prohibits companies from discriminating against you based on race, color, religion, sex, or national origin. Some Web sites will ask you to specify your gender and/or your race to help companies comply with this law. Providing this information is voluntary.
- There is never a circumstance in which you should give an employer or Web site your credit card number, your bank account information, plus your SSN and date of birth. Valid employers will not ask for a credit card number or a bank account number, even to conduct a background check. For more details about this topic, please see the Consumer Tips section.

6 Figure Jobs

www.6figurejobs.com

Privacy policy: Yes

No registration prior to looking at job ads

Deposits third party persistent cookies
valueclick.net exp. 2028

Site responded to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

*Note: not all resumes are accepted for inclusion in the resume database.

To opt out of the ValueClick Opt tracking cookie, check here:

<http://www.valueclick.com/privacy.html>

Scroll to mid page and look for the link that says "Click here to go to Opt Out page."

Adecco

www.adeccojobs.com

Privacy policy: Yes

No registration prior to looking at job ads

0 third party cookies of any type

Site did not respond to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

Americas Job Bank

www.ajb.dni.us

Privacy policy: Yes

No registration prior to looking at job ads

0 third party cookies of any kind

Site responded to privacy query

Anonymizing services do not work well at this site

BestJobsUSA

www.bestjobsusa.com

Privacy policy: Yes

No registration prior to looking at job ads

Site did not respond to privacy query

Site allows use of anonymizing services

Present on site:

Superstats

Mycomputer.com

You need to accept cookies to use this site

Resume posting resulted in 0 spam from third parties

Black Collegian

www.blackcollegian.com

Privacy policy: Yes

No registration required prior to looking at job ads

0 third party cookies of any kind

Site responded to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

BrassRing

www.brassring.com

Privacy policy: Yes

No registration required prior to looking at job ads

Deposits third party persistent cookies from:

imrworldwide exp. 2009

Site did not respond to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

Please note that job ads at BrassRing are hosted at CareerBuilder.

For more information about IMRWorldwide cookies, please see: http://www.redsheriff.com/us/content/products_1_1.html

CaliforniaJobs.com

www.localcareers.com

Privacy policy: Yes

No registration required prior to looking at job ads

Deposits third party persistent cookies from

Fastclick.net: exp. 2005

Deposits persistent cookies from site: exp.2037

Site responded to privacy query

Site allows limited use of anonymizing services

Resume posting resulted in 0 spam from third parties

Resume posting resulted in 2 job leads

Note: You can browse the site using anonymizing tools, but you must apply for jobs through the site.

You can opt out of the Fastclick tracking cookie here:
http://www.fastclick.com/co_opt-out.html

CareerBuilder

www.careerbuilder.com

Privacy policy: Yes

No registration required prior to looking at job ads

Deposits third party persistent cookies from:

2o7.net exp. 2008

Deposits persistent cookies from site exp. 2010

Site responded to privacy query

Site allows use of anonymizing services

Resume posting resulted in:

1 job offer from employer

6 third party solicitations to post at visit other sites from:

3 HotJobs/Yahoo

1 Accountemps

1 ijonn

1 Resumeblaster

(Resumes were posted openly).

Note: To opt out of the Omniture "2o7.net" tracking cookie, check here: <http://www.omniture.com/policy.html>. Scroll down to find opt out policy.

California Online Job Network

www.cajobs.com (Network of sites includes: www.sandiegojobs.com, jobsalaska.com, oaklandjobs.com, riversidejobs.com, sanjosejobs.com, losangelesjobs.com, orangecountyjobs.com, sacramentojobs.com, sanfranciscojobs.com.)

Privacy policy: Yes

No registration prior to looking at job ads

0 third party cookies of any type

Site did not respond to privacy query

Site allows variable use of anonymizing services

Resume posted resulted in 4 job leads

Resume posted resulted in 28 solicitations from various sites. Ex., resume2work,

ResumeBlaster. However, please see note below.

Note: Test Resumes posted to the California Online Job Network were cross-posted to at least one other site (JobWareHouse.com) without researchers' prior knowledge.

California Teachers Net

California.teachers.net

Privacy policy: Yes

No registration prior to looking at job ads

0 third party cookies of any kind

Site responded to privacy query

Anonymizing services do not work well with this site

Resume posting resulted in 0 spam from third parties

Resume posting resulted in 5 job leads

CalJobs

www.caljobs.ca.gov

Privacy policy: Yes

Must register prior to looking at job ads

Must give SSN and date of birth to site before seeing jobs

0 third party cookies of any type

Site responded to privacy query

Site does not support use of anonymizing services

Resume posting resulted in 0 spam from third parties

CareerExplorer.net

www.careerexplorer.net

Privacy policy: Yes

No registration prior to looking at job ads

0 third party cookies of any type

Site did not respond to privacy query

Site allows use of anonymizing services

Search4College popup scripts

Resume posting resulted in 0 spam from third parties

CareerJournal

www.careerjournal.com

Privacy policy: Yes

No registration prior to looking at job ads

Deposits short term third party cookies from

Doubleclick.net

Deposits persistent cookies from

WSJ.com 2013 (Site owner)

Deposits persistent cookies from careerjournal site exp. 2023

Site did not respond to privacy queries

Site allows variable use of anonymizing services

Resume posting resulted in 0 spam from third parties

Note: you may opt out of tracking from Doubleclick cookies here: <http://www.privacychoices.org/optout.htm>

CareerSite

www.careersite.com

Privacy policy: Yes

No registration required prior to looking at job ads

Deposits third party persistent cookies from:

2o7.net exp. 2008

Site did not respond to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

Note: To opt out of the Omniture "2o7.net" tracking cookie, check here: <http://www.omniture.com/policy.html>. Scroll down to find opt out policy.

CollegeRecruiter.com

www.collegerecruiter.com

Privacy policy: Yes, but see note*

Must register prior to looking at job ads

Deposits short term third party cookies from:

Doubleclick.net

Deposits third party persistent cookies from:

Tribalfusion.com exp. 2038

Matchcraft.com exp. 2024

Site responded to privacy query

Site allows variable use of anonymizing services

Resume posting resulted in 1 spam from third parties for ResumeRabbit. Please note that researchers posted the resumes openly and opted in to receive marketing emails.

Note: You may opt out of Doubleclick cookies here: <http://www.privacychoices.org/optout.htm>

TribalFusion does not have an opt-out cookie. You may see its privacy policy here:

<http://www.tribalfusion.com/www/about/privacy.html>

College Central

www.collegecentral.com

Privacy policy: Yes

Must Register prior to looking at job ads (College system)

0 third party cookies of any kind

Site responded to privacy query

Site allows use of anonymizing services – N/A registration

Resume posting resulted in 0 spam from third parties

College Central is a network that your school must be signed up to use.

CollegeGradJobHunter

www.collegegrad.com

Privacy policy: Yes

No registration prior to looking at job ads

Deposited short-term third party cookies from:

Burstnet – session

Search4clicks.com – session

Doubleclick.net - session

Deposited persistent third party cookies from:

Qksrv.net exp: 2008

Advertising.com exp: 2008

Tribalfusion.com exp. 2038

Yahoo.com exp. 2010

Deposited persistent site cookies exp. 2010

Site responded to privacy query

Site allows use of anonymizing services

The job postings at this site click through to HotJobs.com. When you apply to HotJobs, the Yahoo.com privacy policy will apply. <http://privacy.yahoo.com/>

Note: you may opt-out of tracking by Doubleclick cookies here: <http://www.privacychoices.org/optout.htm>

You may opt out of Advertising.com tracking cookies here:

<http://www.advertising.com/OptOut.html> - data opt-out

<http://www.advertising.com/OptOut2.html> cookie opt-out

TribalFusion does not have an opt-out cookie. You may see its privacy policy here:
<http://www.tribalfusion.com/www/about/privacy.html>

CoolWorks

www.coolworks.com

Privacy policy: No

Registration prior to looking at job ads dependent on ad

Deposits third party persistent cookies If “Google search bar” used

Site responded to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

Craigslist.org

www.craigslist.org

Privacy policy: Yes

No registration prior to looking at job ads

0 third party cookies of any type

Site responded to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

Resume posting resulted in 2 job leads

Craigslist.org is a national community-oriented discussion site. Craigslist.org does not use any Web bugs or cookies at all, which is rare and a notably positive privacy feature at this site.

Edjoin/ CalTeach

www.edjoin.org

Privacy policy: Yes

No registration required prior to looking at job ads

0 third party cookies of any type

Site responded to privacy query

Site allows use of anonymizing services

Did not test post resume at this site

Note: Providing SSN at this site is strictly voluntary.

DICE

www.dice.com

Privacy policy: Yes

No registration prior to looking at job ads

Deposits short term third party cookies from:

doubleclick.net

Site responded to privacy query

Site does not support use of anonymizing services

Resume posting resulted in 0 spam from third parties

You may opt-out of tracking by Doubleclick cookies here: <http://www.privacychoices.org/optout.htm>

DirectEmployers

www.directemployers.com

Privacy policy: Yes
No registration prior to looking at job ads
0 third party cookies of any type
Site responded to privacy query
Site allows variable use of anonymizing services
No resume database
DirectEmployers is a non-profit association of employers. Its site is a “pass through site;” links here take you directly to the employer offering the job.

Execunet

www.execunet.com

Privacy policy: Yes
No registration required prior to looking at job ads: N/A
0 third party cookies of any kind
Deposits persistent cookies from site exp. 2033
Site responded to privacy query
Site does not support use of anonymizing services
Presence of www.deepmetrix.com on site
Profile posted at site resulted in 0 spam from third parties.
Please note that Execunet is a for-pay service.

FastWeb.com

www.fastweb.com

Privacy policy: Yes
Must register; may not see jobs in all circumstances
Deposits third party cookies from site owner:
 Monster.com exp. 2013
0 third party persistent cookies
Site responded to privacy query
Site does not fully support use of anonymizing services
Must enable cookies or site will not function
FastWeb is a college scholarship search site. As with all sites, we recommend that you read the privacy policy before using the site.

FedJobs.com (Federal Research Service.)

www.fedjobs.com

Privacy policy: Yes
Must register prior to looking at job ads
Deposits third party session cookies from:
 Axion-it.net
 Linkexchange.com
0 third party persistent cookies
Short term cookies from site
Site responded to privacy query
Site allows use of anonymizing services
Resume posting resulted in 0 spam from third parties.

FedWorld.gov

www.fedworld.gov

Privacy policy: Yes

No registration prior to looking at job ads

0 third party cookies of any kind

Site responded to privacy query

Site allows use of anonymizing services

No resume database

FlipDog

www.flipdog.com

Privacy policy: Yes

No registration required prior to looking at job ads

Deposits persistent cookies from site owner

Cookie.monster.com (site owner) exp. 2013

Ads.monster.com exp. 2037

Site responded to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

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Hire Diversity

www.hirediversity.com

Privacy policy: Yes

No registration prior to looking at job ads

Deposits short term third party cookies from:

DoubleClick.net

Deposits third party persistent cookies from:

Bluestreak.com exp. 2013

Site responded to privacy query

Site allows variable use of anonymizing services

Resume posting resulted in 0 spam from third parties

Resume posting resulted in 1 job lead

Note: You can opt out of tracking by Doubleclick cookies here: <http://www.privacychoices.org/optout.htm>

You can opt out of Bluestreak tracking cookies here:

http://bluestreak.com/web/aboutus_privacypolicy.htm

HotJobs

www.hotjobs.com

Privacy policy: Yes

No registration required prior to looking at job ads

0 third party persistent cookies

Deposits persistent cookies from parent site:

Yahoo.com exp. 2010

Site responded to privacy query
Site allows use of anonymizing services
Resume posting resulted in 0 spam from third parties.
Resume posting resulted in 9 marketing emails (which researchers opted in to receive)
from parent company, Yahoo.com.

Note: to post your resume at HotJobs, you will be sent to a Yahoo! Registration page.
Yahoo! Is HotJobs parent company. While registering at Yahoo! you may choose to opt
in or out of marketing emails.

Idealist

www.idealist.org

Privacy policy: Yes
No registration prior to looking at job ads
0 third party cookies of any type
Site did not respond to privacy query N/A
Site allows use of anonymizing services
Profile posted resulted in 0 spam from third parties
This site does not allow resume posting, but you may upload a profile.

Ihire

www.ihireinc.com

Privacy policy: Yes
Must register prior to looking at job ads
0 third party cookies of any type
Site responded to privacy query
Site allows limited use of anonymizing services (registration required.)
Resume posting resulted in 1 site solicitation for ResumeBlaster
Resume posting resulted in 2 job leads
(Resume was posted openly).

IM Diversity

www.imdiversity.com

Privacy policy: Yes
No registration required prior to looking at job ads
0 third party cookies of any type
Site responded to privacy query
Site does not support use of anonymizing services (javascript issue)
Resume posting resulted in 0 spam from third parties

Job.com

www.job.com

Privacy policy: Yes
No registration required prior to looking at job ads
Deposits third party session cookies from:

jobclicks.net
Deposits third party persistent cookies from:
advertising.com exp. 2008
Deposits persistent cookies from site exp. 2037
Site did not respond to privacy query
Site supports use of anonymizing services
Resume posting resulted in 0 spam from third parties
Note: You may opt out of Advertising.com tracking cookies here:
<http://www.advertising.com/OptOut.html> - data opt-out
<http://www.advertising.com/OptOut2.html> cookie opt-out

JobBankUSA

www.jobbankusa.com

Privacy policy: Yes
No registration required prior to looking at job ads
Deposits third party persistent cookies from:
imrworldwide.com exp.2013
Site did not respond to privacy query
Site allows use of anonymizing services
Site allows full job application anonymously
Resume posting resulted in 0 spam from third parties
Note: You can find out more about IMRworldwide.com cookies at http://www.redsheriff.com/us/content/products_1_1.html.

Jobs.com

www.jobs.com

Privacy policy: No
No registration required prior to looking at job ads
Deposits persistent cookies from parent site Monster.com exp. 2037
Site did not respond to privacy query (no contact information for site)
Site allows use of anonymizing services
No resume test posted at this site
Note: Jobs.com is a “pass through site.” The links will eventually lead you to Monster.com.

JobWarehouse

www.jobwarehouse.com

Privacy policy available
No registration required prior to looking at job ads
Deposits third party session cookies from:
IAD.LIVERPERSON.NET EXP. NOV 2004
No privacy query submitted to site
Site allows use of anonymizing services
Result of Resume Posting: see below
Job Warehouse is a site that was not on the original study list. When researchers posted their resumes on SanDiegoJobs.com, the resumes were apparently cross-posted here.

LatPro

www.latpro.com

Privacy policy: Yes
No registration required prior to looking at job ads
Deposits third party session cookies from:
 Thruport.com
Deposits third party persistent cookies from:
 Webtrends.live.com exp. 2020
Site responded to 2nd privacy query
Site does not support use of anonymizing services
Resume posting resulted in 0 spam from third parties

Legal Staff

www.legalstaff.com

Privacy policy: Yes
No registration prior to looking at job ads
0 third party cookies of any type deposited, however tribal fusion had “placeholders”
Site responded to privacy query
Site does not function well using anonymizing services
Resume posting resulted in 0 spam from third parties
Legal Staff is a site that complies well with many principles of Fair Information Practices. It has a good privacy policy, which although unconventional, is still protective of your overall data rights.

Medzilla

www.medzilla.com

Privacy policy: Yes
No registration required prior to looking at job ads
0 third party cookies of any type
Site responded to privacy query
Site allows use of anonymizing services
Resume posting resulted in 0 spam from third parties
Resume posting resulted in 2 job leads
The site specializes in medial, biotech, and pharmaceutical-related jobs. It has a detailed resume security and privacy policy and it has a record of strictly enforcing this policy on jobseekers' behalf.

Monster.com

www.monster.com

Privacy policy: Yes
No registration required prior to looking at job ads
Deposits short term third party cookies from:
 Doubleclick.net
Deposits third party persistent cookies from:
 atdmt.com exp. 2008
 in2.com exp. 2038 (Monster moving.)
 Bluestreak exp. 2013
Deposits persistent cookies from site exp. 2037
Site responded to privacy query

Site allows variable use of anonymizing services
Resume posting resulted in 0 spam from third parties
Anonymizing services will work depending on whether or not a company has displayed full contact information in their job ad or not.

Note: You can opt out of Doubleclick cookies here: <http://www.privacychoices.org/optout.htm>

You can opt out of Atlas DMT tracking cookies here:

http://www.networkadvertising.org/optout_nonpii.asp

You can opt out of Bluestreak tracking cookies here:

http://bluestreak.com/web/aboutus_privacypolicy.htm

Monster Diversity

Diversity.monster.com

Privacy policy: Yes

No registration required prior to looking at job ads

Deposits third party persistent cookies from:

Bluestreak.com exp. 2013

Deposits persistent cookies from site: exp.2037

Site responded to privacy query

Site allows variable use of anonymizing services

Must have cookies enabled to effectively use the site.

Resume posting resulted in 0 spam from third parties

Anonymizing services will work depending on whether or not a company has displayed full contact information in their job ad or not.

Note: You can opt out of Bluestreak tracking cookies here:

http://bluestreak.com/web/aboutus_privacypolicy.htm

Monstertrak

www.monstertrak.com

Privacy policy: Yes

Registration prior to looking at job ads: N/A

Deposits persistent cookies from:

Monster.com 2037

Site responded to privacy query

Site does not support anonymizing services

Resume posting resulted in 0 spam from third parties

Site was displaying an invalid BBB privacy seal at the time site was researched

Note: Monstertrak is a site that may only be used by member colleges and universities, and by those who have accounts at those institutions. If you are attending a college or university, you will need to ask your career center about accessing this site. Monstertrak is owned by Monster.com.

Nacelink

www.nacelink.com

Privacy policy: Yes

No registration required prior to looking at job ads N/A

0 third party cookies of any kind

Site responded to privacy query

Site does not support anonymizing services

Resume posting resulted in 0 spam from third parties

Note: Nacelink is a site that may only be used by member colleges and universities, and by those who have accounts at those institutions. If you are attending a college or university, you will need to ask your career center about accessing this site. Nacelink is owned by the National Association of Colleges and Employers, a non-profit organization. NACE as an organization has a code of Principles for Professional Conduct that employers must abide by when working with college students. You can find the principles here:

<http://www.naceweb.org/about/principl.html>

NationJob.com

www.nationjob.com

Privacy policy: Yes

No registration required prior to looking at job ads

0 third party cookies of any type

Site responded to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

This site has been established since 1988. It does not use cookies or Web bugs. It is notably privacy-friendly.

Net-Temps

www.net-temp.com

Privacy policy: Yes

No registration required prior to looking at job ads

0 third party cookies of any kind

Site responded to privacy query

Site allows use of anonymizing services

Resume posting resulted in 3 solicitations from third parties

2 CareerXpress "visit our site"

1 hireusa.net "visit our site"

(Resume was posted openly.)

Resume.com

www.resume.com

Privacy policy: Yes

No registration prior to looking at job ads N/A

0 third party cookies of any kind

Site responded to privacy query

Site allows use of anonymizing services

Displaying invalid BBB Seal

No resume test posted at this site

Saludos

www.saludos.com

Privacy policy: No

No registration required prior to looking at job ads

0 third party cookies of any kind

Site responded to 2nd privacy query

Site allows use of anonymizing services
Resume posting resulted in 0 spam from third parties
Please note: must have 4-year degree to post your resume in the database.

Studentjobs.gov /USAJOBS

usajobs.opm.gov

www.studentjobs.gov

Privacy policy: Yes

No registration required prior to looking at job ads

Deposits session third party cookies from:

newjobs.com (Monster.com)

0 third party persistent cookies

Site responded to privacy query

Site allows variable use of anonymizing services

Must enable cookies or site functions poorly

Resume posting resulted in 0 spam from third parties

StudentJobs.gov and USAJOBS are the U.S. government's official gateway job sites. The sites' operations have been contracted out to Monster.com.

TrueCareers

www.truecareers.com

Privacy policy: Yes

No registration prior to looking at job ads

Deposits third party session cookies from:

Adjuggler.com

Thruport.com

0 third party persistent cookies

Site responded to privacy query

Site allows variable use of anonymizing services

Resume posting resulted in 0 spam from third parties

Note: TrueCareers is owned by a large financial company, Sallie Mae, which provides funds for educational loans, primarily federally guaranteed student loans originated under the Federal Family Education Loan Program (FFELP).

Vault

www.vault.com

Privacy policy: Yes

No registration prior to looking at job ads

Deposits short term third party cookies from:

Doubleclick.net

Deposits third party persistent cookies from:

valueclick.net 2028

realmedia.com 2010

Site did not respond to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

Resume posting resulted in 2 job leads

Note: To opt out of the Doubleclick cookie, check here: <http://www.privacychoices.org/optout.htm>

Note: To opt out of the ValueClick Opt tracking cookie, check here:

<http://www.valueclick.com/privacy.html>

Scroll to mid page and look for the link that says "Click here to go to Opt Out page."

Volt

Jobs.volt.com

Privacy policy: Yes

No registration prior to looking at job ads

0 third party cookies of any type

Deposits persistent cookies from site exp. 2037

Site responded to privacy query

Site allows use of anonymizing services

Verisign present on site.

Resume posting resulted in 0 spam from third parties

Site testing found that it is not feasible to use Volt without having cookies enabled.

WetFeet

www.wetfeet.com

Privacy policy: Yes

No registration required prior to looking at job ads

0 third party cookies of any type

Site responded to privacy query

Site allows use of anonymizing services

Resume posting resulted in 0 spam from third parties

WorkingWorld

www.workingworld.com

Privacy policy: NO

No registration required prior to seeing job ads

Site responded to privacy query

0 third party cookies of any kind

Site allows variable use of anonymizing services

Resume posting resulted in 0 spam from third parties

Workopolis

www.workopolis.com

Privacy policy: Yes

No registration required prior to looking at job ads

0 third party cookies of any kind

Deposits persistent cookies from site exp. 2010

Site responded to privacy query

Site does not support use of anonymizing services

Resume posting resulted in 0 spam from third parties

Note: Workopolis has a notably excellent privacy policy. When you post your information here, the default setting is that your resume will be made private.

XI. Consumer Tips for Job Searching Online

In any job search, it is important to circulate a resume. However, job seekers need to carefully minimize privacy issues related to resumes and personal data while still maintaining appropriate exposure to employers.

It is important for all job seekers to understand that employers, commercial job search sites, and resume databases vary widely in privacy practices and controls. Learning to choose a quality job search site and resume database with good privacy practices has become an important part of your job search if you plan to use the Internet as a job search tool.

Another key skill is to discriminate between valid job search related email and other offers and unhelpful maybe even fraudulent solicitations for your resume or personal data.

Remember, in the information economy, your resume and your personal information has a “street value.” It is important to protect your resume and personal information from people and businesses who want to use it primarily to make a profit instead of primarily to help you find employment. The World Privacy Forum and the Privacy Rights Clearinghouse have received credible complaints from consumers who had their identities stolen after using the services of online job search sites. Recently, an identity theft scam was operating through job fairs at State Departments of Labor and stole the identities of hundreds of people who supplied resumes, SSNs, and financial information to a fraudulent company. You can go far in avoiding these kinds of problems by following these tips.

- Do not use a job search site, a resume writing service, a resume distribution service, or any job search service that does not have a posted privacy policy on its Web site. A privacy policy is a legal document that explains to you how a site or business will handle your personal data. It is also the basis of legal protection for you in case you run into any problems. If the privacy policy is not posted on the Web site, you do not have this legal protection. Posting privacy policies is voluntary. Most job sites at this point do post privacy policies. When you use the site, print out the policy and keep a copy of it for your records.
- No credible employer ever needs your bank account numbers, credit card numbers, mother’s maiden name, or identifying characteristics such as eye color. If an employer requests these items from you, don’t give them the information.
- If you plan on purchasing services from a commercial job site or writing service, look for a privacy policy that details how that service will handle your credit card data. Whenever possible, you may want to consider using PayPal to purchase services to protect your financial information from a company you do not know

well.

- Some legitimate online job application sites and employment kiosks may sometimes ask for your Social Security Number and date of birth prior to posting a resume or applying for a job. (www.sportsauthority.com, www.albertsons.com, usajobs.opm.gov, studentjobs.gov, and many state job sites request this information.) Some of these sites conduct instant Social Security Number matching or background checks on your information to verify it. It is appropriate for you to allow a serious employer to use your SSN and date of birth to conduct a background check after you have engaged in the interview process.
- Not all sites that request your SSN and date of birth are legitimate. As a general rule of thumb, you should not supply this information up front, especially in combination with your credit card information. If you are unsure about a site's validity, please see the help section below for options.
- Cookies that are deposited on your computer from third party companies such as an advertising network (for example, Advertising.com or Doubleclick) may track your activities over many Web sites. Most sites will allow you to browse without accepting cookies. Set your browser to not accept any third party cookies. If you pick up any third party cookies, delete them. Or you may visit the opt-out pages of many advertisers and request that they stop tracking you with cookies.
- Research found that most sites allow you to look at job ads using anonymizing services. By all means take advantage of this. Using these services, which are free, will protect you from cookies and other privacy threats. www.Anonymizer.com, www.nonymouse.com, and www.junkbuster.com are sites to visit for more information about anonymous browsing. You can find a comprehensive list of these services at www.epic.org < <http://www.epic.org/privacy/tools.html> > .
- Even the most careful, conscientious sites cannot control your resume after an employer or a recruiter has downloaded it. Job sites do not have the ability to track or physically control how a recruiter or employer uses your resume after it is downloaded. Most sites watch for problems – such as rapid resume downloads – and enforce terms of use agreements with employers and recruiters. But let the job seeker beware. When it comes to resume databases, some responsibility does fall to the job seeker to understand the risks involved in posting a resume in a database.
- The more general the email job offer, the less valid it usually is. In the Biotechcareers.com emails to job seekers (a situation in which resumes were stolen), what stands out the most is that the emails asked jobseekers to send a

resume to a new email address or to “update” their resumes. No *specific, credible job was offered at one specific, verifiable company*. Vague wording like “We have thousands of jobs” or “We work with major companies” is a red flag. Requests to send in a new copy of your resume can spell trouble, too. Avoid vaguely worded offers, and avoid sending your resume to general email resume solicitations after you have posted your resume online.

- Resume posting options for job seekers . Job seekers have several options to choose from in circulating a resume.
- One option is to reply to job ads directly without going through a third party. Look for a company-related email address to send your resume to.
- Another option is to post a resume directly on the Web site of the company you wish to work for.
- Working with one *carefully selected* “headhunter” or recruiter is also an option.
- Many job sites and resume databases let you mask your contact information or email address when you post a resume. This resume posting option allows you to control who contacts you or not. If you are going to post a resume online, this should be the only way you post it.
- Before posting a resume to any database, take the time to look for and read the privacy policy of that site and query the site owner with any privacy concerns . Be sure to look for specific privacy policy statements about resumes, registration information, and statements about how that information is used, stored, and shared. Pay particular attention to how long a site says it will keep or store your resume . Preferably, job and resume sites should state that they promise to keep your resume for a limited, specific amount of time, such as one to six months, after which the site will delete your resume. *Without specific, written statements about how long your resume may be kept, your resume can be archived for years, legally* . Most job seekers do not want resumes circulating after they have gotten a job.
- Before you post a resume, check to make sure you can delete your resume after you have posted it . Look in the job site’s privacy policy for resume deletion instructions. If you don’t find any such instructions on the site, write an email to the site and ask how or if you can delete your resume. If you are not satisfied with the reply, do not post your resume to that site. You must be able to delete your resume when you want to. After all, it belongs to you.

- If you plan on using a resume writing service in your job search efforts, get an agreement *in writing* that the service will not sell or share your resume or personal data with any third parties or partners . Also, ask to see the privacy policy of any resume writing services you may use and ask specifically about how the service handles and stores your resume. *This applies to traditional and online resume writing services.*
- Be aware that many resume writing services and job sites have affiliations with other businesses. When you are given recommendations, be sure to evaluate each recommendation on its own merit. Check for yourself if it is a good deal or not.
- Handling unsolicited email about your resume posting . If you post a resume to a resume database and receive unsolicited email other than from legitimate employers or recruiters, be sure to notify the site where you have your resume posted and tell them you have received the email. Be sure to forward the entire email you received to the site so that it can take action. Again, the more vague the email, the less legitimate it is likely to be.
- Keep good records . Be sure to keep a record of where you have posted your resume. Remember to go back and delete your resume from the sites where you have posted it after you have finished your job search.
- Post your resume sparingly. It is tempting to go to every job site you can find and post your resume. Focus on quality, not quantity. If you believe you must post your resume online, hand-pick just a handful of sites that have good privacy policies and a good track record. Choose sites that other people working in your profession have had good luck with, and post only to sites that allow you to mask your contact information.
- Use a disposable email address. If you decide to post your resume to a site that does not allow you to mask your identity, then mask it yourself. Use an email address that you can cancel if you start getting spam, and don't give out your full name, phone number, or home address.
- Omit references on your resume . When you post a resume online with your references' names and phone numbers on it, you are giving their information away without their consent in what can be a very public forum.
- Your resume belongs to you. According to current copyright law, you own your resume and the copyright on it. If you don't like how your resume is being handled, you have the right to complain and take action.

Help for Job Seekers

If you believe your resume or personal job search data, including your email address or your name, has been shared or used in a way inconsistent with a job site's posted privacy policy, you have recourse through the Federal Trade Commission (FTC.)

You may file a consumer complaint with the FTC by calling (1-877-FTC-HELP) or by using the FTC's online filing system, located at <http://www.ftc.gov/> . Click on "File a Complaint Online."

If you have identity theft problems resulting from your resume posting, or if you are unsure about a company, visit the Web site of the World Privacy Forum and send in a complaint. Also, visit the Privacy Rights Clearinghouse www.privacyrights.org/identity.htm and the Identity Theft Resource Center www.idtheftcenter.org for facts and helpful information. The PRC provides other fact sheets relating to SSNs and financial information located at www.privacyrights.org/fs .□□□

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