

# Welcome to the e-Scholars Offline Application



**TO COMPLETE THIS APPLICATION YOU NEED:**

**CURRENT RESUME \* COVER LETTER \*  
TWO RECENT LETTERS OF RECOMMENDATION**

**(RECENT = WITHIN LAST 2 YEARS)**



In order to be considered for a position with e-Scholars, these documents will be required to be attached to this application at the time of submittal. Please note that your cover letter should include: your teaching philosophy, how you will identify the learning style of each student you tutor, and the type of accommodations you will implement to fit the learning style of each student. Incomplete applications will not be considered. Also please note that one of the final steps for all successful applicants is to undergo a thorough background investigation and submit the results to e-Scholars for final review and approval.

# e-Scholars Network

## Offline Application

Please check one:  Tutor Position  
 Referral Specialist

### APPLICANT INFORMATION

LAST NAME	FIRST NAME	MI	
STREET ADDRESS	CITY	STATE	ZIP
EMAIL	(    ) PHONE #	OVER 18? (Y/N)	

### DESIRED AREA OF INSTRUCTION

GRADE LEVEL (Select any or all)		
<input type="checkbox"/> K-8	<input type="checkbox"/> 9-12	<input type="checkbox"/> COLLEGE
DIFFICULTY (Select Any or all)		
<input type="checkbox"/> STANDARD	<input type="checkbox"/> HONORS	<input type="checkbox"/> A/P
SUBJECT MATTER		
<input type="checkbox"/> K – 8 Reading	<input type="checkbox"/> K – 8 Writing	<input type="checkbox"/> K – 8 Math
<input type="checkbox"/> K – 8 Social Studies	<input type="checkbox"/> K – 8 Science	<input type="checkbox"/> 9 – 12 Pre-Algebra
<input type="checkbox"/> 9 – 12 Algebra	<input type="checkbox"/> 9 – 12 Geometry	<input type="checkbox"/> 9 – 12 Trigonometry
<input type="checkbox"/> 9 – 12 Statistics	<input type="checkbox"/> 9 – 12 Pre-Calculus	<input type="checkbox"/> 9 – 12 Calculus
<input type="checkbox"/> 9 – 12 Biology	<input type="checkbox"/> 9 – 12 Chemistry	<input type="checkbox"/> 9 – 12 Physics
<input type="checkbox"/> 9 – 12 US History	<input type="checkbox"/> 9 – 12 US Government	<input type="checkbox"/> 9 – 12 World History
<input type="checkbox"/> 9 – 12 Economics	<input type="checkbox"/> 9 – 12 Spanish	<input type="checkbox"/> 9 – 12 French
<input type="checkbox"/> College Pre-Algebra	<input type="checkbox"/> College Algebra	<input type="checkbox"/> College Geometry
<input type="checkbox"/> College Trigonometry	<input type="checkbox"/> College Pre-Calculus	<input type="checkbox"/> College Calculus
<input type="checkbox"/> College English	<input type="checkbox"/> College History	<input type="checkbox"/> College Biology
<input type="checkbox"/> College Chemistry	<input type="checkbox"/> College Physics	<input type="checkbox"/> College Spanish
<input type="checkbox"/> College French	<input type="checkbox"/> College Comp Science	<input type="checkbox"/> College Accounting
<input type="checkbox"/> College Economics	<input type="checkbox"/> College Finance	<input type="checkbox"/> College Business

### ADDITIONAL INFORMATION

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# e-Scholars Network

## Offline Application

CURRENT EMPLOYMENT INFORMATION			
_____	_____	_____	_____
CURRENT EMPLOYER	CURRENT POSITION	HOW LONG	FT/PT?
_____	_____	_____	_____
Do you intend to continue in your current position while working with e-Scholars? (Yes or No)	Are you authorized to work in the United States?	If yes, are you limited to working with your current employer?	

  

PAST EMPLOYMENT INFORMATION - LAST 10 YEARS			
_____	_____	_____	_____
EMPLOYER (1) NAME	LAST POSITION HELD	FROM(Mo/Yr)	TO(Mo/Yr)
_____	_____	_____	_____
STREET ADDRESS	CITY	STATE	ZIP
_____	_____		
PHONE#	REASON FOR LEAVING		
_____	_____	_____	_____
EMPLOYER (2) NAME	LAST POSITION HELD	FROM(Mo/Yr)	TO(Mo/Yr)
_____	_____	_____	_____
STREET ADDRESS	CITY	STATE	ZIP
_____	_____		
PHONE#	REASON FOR LEAVING		
_____	_____	_____	_____
EMPLOYER (3) NAME	LAST POSITION HELD	FROM(Mo/Yr)	TO(Mo/Yr)
_____	_____	_____	_____
STREET ADDRESS	CITY	STATE	ZIP
_____	_____		
PHONE#	REASON FOR LEAVING		



**Offline Application**

<b>EDUCATION</b>			
_____	_____	_____	_____
HIGH SCHOOL NAME	GRADUATED (Y/N)	YR	
_____	_____	_____	_____
COLLEGE #1	GRADUATED (Y/N)	FROM(Mo/Yr)	TO(Mo/Yr)
_____	_____	_____	_____
CITY & STATE	DEGREES	GPA	
_____	_____	_____	_____
COLLEGE #2	GRADUATED (Y/N)	FROM(Mo/Yr)	TO(Mo/Yr)
_____	_____	_____	_____
CITY & STATE	DEGREES	GPA	
_____	_____	_____	_____
COLLEGE #3	GRADUATED (Y/N)	FROM(Mo/Yr)	TO(Mo/Yr)
_____	_____	_____	_____
CITY & STATE	DEGREES	GPA	

**CERTIFICATES / LICENSES / CREDENTIALS**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**DIVERSITY STATEMENT**

e-Scholars is committed to maintaining a network of service providers that demonstrates an understanding of, sensitivity to, and respect for, the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of students, faculty and staff.

In the space below, please respond to the e-Scholars commitment as outlined above and explain how your life experiences, studies or work have influenced your commitment to diversity, equality and inclusion.

\_\_\_\_\_

\_\_\_\_\_

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# e-Scholars Network

## Offline Application

### DIVERSITY STATEMENT - CONTINUED

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### REFERENCES

NAME	RELATIONSHIP	HOW LONG?
COMPANY	PHONE#	EMAIL
NAME	RELATIONSHIP	HOW LONG?
COMPANY	PHONE#	EMAIL
NAME	RELATIONSHIP	HOW LONG?
COMPANY	PHONE#	EMAIL

I hereby certify that all entries on this Application and other statements made by me are in my own words with the exception of appropriated cited quotations, are true and correct, and that I have not omitted or withheld any relevant or material information. I authorize the representatives of e-Scholars to contact any of my current or former employers or other references, at any time during consideration of my application or at any time during the course of my engagement with e-Scholars, and to request information concerning me.

I authorize any and all persons contacted by e-Scholars or their designated representatives to fully disclose all information available to such persons, whether on record or not, which may have bearing on my application or my engagement, and I hereby release them and their companies or institutions from any liability whatsoever.

I hereby accept the Terms and Conditions, Privacy Policy, Code of Ethics and Code of Conduct as attached hereto as Exhibits A-D. I understand that I will be subject to dismissal if anything in this application and the supporting documents I have provided is found to be untrue. Prior to executing any independent contractor agreement, I agree to obtain and provide a background check reasonably satisfactory to e-Scholars and to comply with all other requirements. By **SIGNING BELOW** I hereby certify that I have read and agree with all of these statements.

APPLICANT SIGNATURE

DATE

APPLICANT NAME

EXHIBIT A  
CODE OF ETHICS  
FROM THE FOUNDERS

When setting out to create the e-Scholars Network, the founders sought a Code of Conduct that each of its e-Scholars could subscribe to that would lead to the highest fulfillment of student potential while holding themselves up to the highest ethical standards. The Founders found such a code in the Code of Ethics for Educators developed by the AAE Advisory Board and Executive Committee. Copyright © 1994-2019 Association of American Educators

As such, e-Scholars Network has adopted the Code of Ethics for Educators as restated below and requires each of its e-Scholars to conduct themselves according to its provisions.

**OVERVIEW**

The professional educator strives to create a learning environment that nurtures to fulfillment the potential of all students.

The professional educator acts with conscientious effort to exemplify the highest ethical standards.

The professional educator responsibly accepts that every child has a right to an uninterrupted education free from strikes or any other work stoppage tactics.

**PRINCIPLE I:  
Ethical Conduct toward Students**

The professional educator accepts personal responsibility for teaching students character qualities that will help them evaluate the consequences of and accept the responsibility for their actions and choices. We strongly affirm parents as the primary moral educators of their children. Nevertheless, we believe all educators are obligated to help foster civic virtues such as integrity, diligence, responsibility, cooperation, loyalty, fidelity, and respect-for the law, for human life, for others, and for self.

The professional educator, in accepting his or her position of public trust, measures success not only by the progress of each student toward realization of his or her personal potential, but also as a citizen of the greater community of the republic.

1. The professional educator deals considerately and justly with each student, and seeks to resolve problems, including discipline, according to law and school policy.
2. The professional educator does not intentionally expose the student to disparagement.
3. The professional educator does not reveal confidential information concerning students, unless required by law.
4. The professional educator makes a constructive effort to protect the student from conditions detrimental to learning, health, or safety.

5. The professional educator endeavors to present facts without distortion, bias, or personal prejudice.

**PRINCIPLE II:  
Ethical Conduct toward Practices and Performance**

The professional educator assumes responsibility and accountability for his or her performance and continually strives to demonstrate competence.

The professional educator endeavors to maintain the dignity of the profession by respecting and obeying the law, and by demonstrating personal integrity.

1. The professional educator applies for, accepts, or assigns a position or a responsibility on the basis of professional qualifications, and adheres to the terms of a contract or appointment.

2. The professional educator maintains sound mental health, physical stamina, and social prudence necessary to perform the duties of any professional assignment.

3. The professional educator continues professional growth.

4. The professional educator complies with written local school policies and applicable laws and regulations that are not in conflict with this code of ethics.

5. The professional educator does not intentionally misrepresent official policies of the school or educational organizations, and clearly distinguishes those views from his or her own personal opinions.

6. The professional educator honestly accounts for all funds committed to his or her charge.

7. The professional educator does not use institutional or professional privileges for personal or partisan advantage.

**PRINCIPLE III:  
Ethical Conduct toward Professional Colleagues**

The professional educator, in exemplifying ethical relations with colleagues, accords just and equitable treatment to all members of the profession.

1. The professional educator does not reveal confidential information concerning colleagues unless required by law.

2. The professional educator does not willfully make false statements about a colleague or the school system.

3. The professional educator does not interfere with a colleague's freedom of choice, and works to eliminate coercion that forces educators to support actions and ideologies that violate individual professional integrity.

**PRINCIPLE IV:  
Ethical Conduct toward Parents and Community**

The professional educator pledges to protect public sovereignty over public education and private control of private education.

The professional educator recognizes that quality education is the common goal of the public, boards of education, and educators, and that a cooperative effort is essential among these groups to attain that goal.

1. The professional educator makes concerted efforts to communicate to parents all information that should be revealed in the interest of the student.
2. The professional educator endeavors to understand and respect the values and traditions of the diverse cultures represented in the community and in his or her classroom.
3. The professional educator manifests a positive and active role in school/community relations.



## EXHIBIT B

### **Code of Conduct**

The virtual classrooms at e-Scholars Network are real classrooms with real students and teachers and so appropriate behavior is both expected and required to utilize the e-Scholars Network. What defines appropriate behavior? A showing of appropriate behavior includes but is not limited to the following:

- 1) Treats others with courtesy and respect;
- 2) Shows empathy and respect for both their fellow students and their assigned e-Scholar;
- 3) Speaks respectfully, without sarcasm and vitriol, and does not use racist, sexist, homophobic or sexually explicit or abusive terms or images, or swear words or language (in any language) that is likely to cause offense; and
- 4) Refrains from participating in any illegal, and/or immoral activity including but not limited to plagiarism, patent, copyright or trademark infringement, defamation or libel.

Student and e-Scholar safety is paramount at e-Scholars. As such, a zero tolerance policy has been adopted for prohibited activities including cyberbullying, cyberstalking, hate speech, sexual harassment and child pornography as defined herein below:

- Cyberbullying – the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.
- Cyberstalking - the repeated use of electronic communications to harass or frighten someone, for example by sending threatening emails.
- Hate Speech - abusive or threatening speech or writing that expresses prejudice against a particular group, especially on the basis of race, religion, or sexual orientation.
- Sexual Harassment - behavior characterized by the making of unwelcome and inappropriate sexual remarks or physical advances in a workplace or other professional or social situation.
- Child Pornography – sharing, posting or maintaining in any medium any images, videos, data, computer files, etc., that depict anyone under the age of 18 engaged in a sexual act.

Any person found to have participated in any of the prohibited activities, using the e-Scholar platform or not, shall be subject to immediate dismissal and have his/her contractual relationship terminated without the need for notice to the violator. Upon receipt of any complaint made to e-Scholars alleging a breach of this provision, e-Scholar will collect and review the facts and circumstances surrounding the alleged incident and will determine the truth and veracity of the allegation made. If it is determined, in the sole and absolute discretion of e-Scholars, the substance of the allegation is true, the violator will be dismissed and his/her contractual relationship terminated. Any monies owed an e-Scholar for services rendered or monies owed a student for prepaid sessions as unused at the time of termination shall be refunded in a reasonable time.

To insure the best possible one-on-one learning sessions, e-Scholars has set forth the following session protocols to supplement the personal code of conduct enumerated above:

- All sessions shall include a shared computer screen in order to transmit and receive a shared white board and other electronic medium. For the safety and privacy of all parties, both student and e-Scholar are strictly forbidden from streaming their person during any/all e-Scholar sessions.
- All one-on-one learning sessions shall be recorded by the e-Scholar and retained for a period of three (3) years from the date of the session. E-Scholars reserves all rights to all content produced from or during any e-Scholar sessions.
- Students are not permitted to audio or video record any lessons nor alter any previously recorded lesson or media displayed, provided or posted by the e-Scholar for any session. Pictures, recordings or videos are strictly prohibited during live sessions.
- Use of the e-Scholars app as provided by Wix is strongly encouraged to message between student and e-Scholar during all live sessions. Additionally, use of a full size computer (desktop or laptop) equipped with camera and microphone is strongly encouraged to view the shared screen since these mediums provide a larger screen for viewing text and other learning materials.
- Prior to your session, position yourself in a quiet, distraction-free environment with plenty of room for your computer, phone and relevant learning materials and notify the other occupants in your household, if any, that you will be conducting a live session at the scheduled session time.
- When not speaking, please mute your audio so as to prevent extraneous noise from interrupting the e-Scholar.
- When speaking, speak clearly and in a normal conversational voice.
- Finally, do not share or post anything that is not related to or required for the current session.

## EXHIBIT C

### TERMS AND CONDITIONS

**Adopted May 1, 2020**

These terms and conditions outline the rules and regulations for the use of the e-Scholars.net Website/App. By registering and opening an account on our website/app you have agreed to these terms and conditions.

The following terminology applies to these Terms and Conditions, Privacy Statement, Code of Conduct and Disclaimer Notice and any or all Agreements: "Client", "You" and "Your" refers to you, the person accessing this website/app and accepting the Company's terms and conditions. "The Company", "Ourselves", "We", "Our" and "Us", refers to our Company. "Party", "Parties", or "Us", refers to both the Client and ourselves, or either the Client or ourselves. All terms refer to the offer, acceptance and consideration of payment necessary to undertake the process of our assistance to the Client in the most appropriate manner, whether by formal meetings of a fixed duration, or any other means, for the express purpose of meeting the Client's needs in respect of provision of the Company's stated services/products, in accordance with and subject to, prevailing law of Colorado. Any use of the above terminology or other words in the singular, plural, capitalization and/or he/she or they, are taken as interchangeable and therefore as referring to same.

#### **Cookies**

We employ the use of cookies. By using the e-Scholars website you consent to the use of cookies in accordance with the e-Scholars privacy policy. Most of the modern day interactive web sites use cookies to enable us to retrieve user details for each visit. Cookies are used in some areas of our site to enable the functionality of this area and ease of use for those people visiting. Some of our affiliate/advertising partners may also use cookies.

#### **License**

Unless otherwise stated, e-Scholars and/or it's licensors own the intellectual property rights for all material on e-Scholars.net. All intellectual property rights are reserved. You may view and/or print pages from <http://www.e-Scholars.net> for your own personal use subject to restrictions set forth in these terms and conditions.

You must not:

- Republish material from <http://www.e-Scholars.net>
- Sell, rent or sub-license material from <http://www.e-Scholars.net>
- Reproduce, duplicate or copy material from <http://www.e-Scholars.net>
- Redistribute content from e-Scholars.net (unless content is specifically made for redistribution).

## **Hyperlinking to our Content**

The following organizations may link to our Web site without prior written approval:

- Government agencies;
- Search engines;
- News organizations;
- Online directory distributors when they list us in the directory may link to our Website in the same manner as they hyperlink to the Websites of other listed businesses; and Systemwide Accredited Businesses except soliciting non-profit organizations, charity shopping malls, and charity fundraising groups which may not hyperlink to our Website.

These organizations may link to our home page, to publications or to other Web site information so long as the link: (a) is not in any way misleading; (b) does not falsely imply sponsorship, endorsement or approval of the linking party and its products or services; and (c) fits within the context of the linking party's site.

We may consider and approve in our sole discretion other link requests from the following types of organizations:

- commonly-known consumer and/or business information sources such as Chambers of Commerce, American
- Automobile Association, AARP and Consumers Union;
- dot.com community sites;
- associations or other groups representing charities, including charity giving sites,
- online directory distributors;
- internet portals;
- accounting, law and consulting firms whose primary clients are businesses; and
- educational institutions and trade associations.

We will approve link requests from these organizations if we determine that: (a) the link would not reflect unfavorably on us or our accredited businesses (for example, trade associations or other organizations representing inherently suspect types of business, such as work-at-home opportunities, shall not be allowed to link); (b) the organization does not have an unsatisfactory record with us; (c) the benefit to us from the visibility associated with the hyperlink outweighs the absence of e-Scholars.net; and (d) where the link is in the context of general resource information or is otherwise consistent with editorial content in a newsletter or similar product furthering the mission of the organization.

These organizations may link to our home page, to publications or to other Web site information so long as the link: (a) is not in any way misleading; (b) does not falsely imply sponsorship, endorsement or approval of the linking party and its products or services; and (c) fits within the context of the linking party's site.

If you are among the organizations listed in the paragraph above and are interested in linking to our website, you must notify us by sending an e-mail to [admin@e-Scholars.net](mailto:admin@e-Scholars.net). Please include your name, your organization name, contact information (such as a phone number and/or e-mail address) as well as the URL of your site, a list of any URLs from which you intend to link to our Web site, and a list of the URL(s) on our site to which you would like to link. Allow 2-3 weeks for a response.

Approved organizations may hyperlink to our Web site as follows:

- By use of our corporate name; or
- By use of the uniform resource locator (Web address) being linked to; or
- By use of any other description of our Web site or material being linked to that makes sense within the Context and format of content on the linking party's site.

No use of e-Scholars.net's logo or other artwork will be allowed for linking absent a trademark license agreement.

### **Iframes**

Without prior approval and express written permission, you may not create frames around our Web pages or use other techniques that alter in any way the visual presentation or appearance of our Web site.

### **Reservation of Rights**

We reserve the right at any time and in its sole discretion to request that you remove all links or any particular link to our Web site. You agree to immediately remove all links to our Web site upon such request. We also reserve the right to amend these terms and conditions and its linking policy at any time. By continuing to link to our Web site, you agree to be bound to and abide by these linking terms and conditions.

### **Removal of links from our website**

If you find any link on our Web site or any linked web site objectionable for any reason, you may contact us about this. We will consider requests to remove links but will have no obligation to do so or to respond directly to you. Whilst we endeavor to ensure that the information on this website is correct, we do not warrant its completeness or accuracy; nor do we commit to ensuring that the website remains available or that the material on the website is kept up to date.

### **3rd Party Web Site Content Liability**

We shall have no responsibility or liability for any content appearing on your Web site. You agree to indemnify and defend us against all claims arising out of or based upon your Website. No link(s) may appear on any page on your Web site or within any context containing content or materials that may be interpreted as libelous, obscene or criminal, or which infringes, otherwise violates, or advocates the infringement or other violation of, any third party rights.

### **e-Scholar Web Site Liability**

We are not responsible for unauthorized access by third parties to information and/or communications provided electronically through the e-Scholars web site/app nor any damages, including direct, indirect, special, incidental or consequential damages caused by any unauthorized access. We are not responsible for delays in the transmission of any information. We are not responsible for any computer virus or related problems. Furthermore, e-Scholars shall have no responsibility or liability for any statements or representations, express or implied, of past performance achieved by others through the use of e-Scholars or similar learning services as past performance is no guarantee of current or future results for current or future clients. Academic performance depends upon many factors and while one student may perform at a higher level than some students after participating in one on one learning sessions through our web site/app, he/she may perform at a lower level than others. Parents and students must bear in mind that each individual has a different skill set and is a unique individual. Client agrees to indemnify and defend e-Scholars against all claims arising out of or based upon the content or use of our Website.

### **No Waiver**

Any failure to enforce or waiver of any breach of any of the provisions of the Code of Conduct, or Terms & Conditions shall not constitute a waiver of any continued or additional breach of the same or any other provisions of those documents. e-Scholars' failure to give notice shall not limit, alter, diminish, restrict or waive the other parties' obligations set forth in the respective documents.

### **Disclaimer**

To the maximum extent permitted by applicable law, we exclude all representations, warranties and conditions relating to our website and the use of this website (including, without limitation, any warranties implied by law in respect of satisfactory quality, fitness for purpose and/or the use of reasonable care and skill). Nothing in this disclaimer will:

- limit or exclude our or your liability for death or personal injury resulting from negligence;
- limit or exclude our or your liability for fraud or fraudulent misrepresentation;
- limit any of our or your liabilities in any way that is not permitted under applicable law; or
- exclude any of our or your liabilities that may not be excluded under applicable law.

The limitations and exclusions of liability set out in this Section and elsewhere in this disclaimer: (a) are subject to the preceding paragraph; and (b) govern all liabilities arising under the disclaimer or in relation to the subject matter of this disclaimer, including liabilities arising in contract, in tort (including negligence) and for breach of statutory duty. To the extent that the website and the information and services on the website are provided free of charge, we will not be liable for any loss or damage of any nature.

### **Contact Information**

If you have any queries regarding any of our terms, please contact us at [admin@e-Scholars.net](mailto:admin@e-Scholars.net).

## EXHIBIT D

# PRIVACY POLICY

Adopted May 1, 2020

Please take the time to read the contents of this document as it is important information regarding our policies concerning collection and use of information collected from you through the use of our website, app and/or services in general ("Services").

Thank you for joining our Network at e-Scholars.net. A website operated by e-Scholars, LLC and doing business as e-Scholars Network ("e-Scholars", "we", "us" or "our"). A website where you can find the right people to help you learn nearly anyplace and anytime. When you become a member through our website or mobile application ("App") you are choosing to place your faith and trust in us to provide the best possible one on one learning experience while safeguarding your personal information. Obligations we take very seriously.

We have adopted this privacy policy ("Privacy Policy") to explain what information may be collected on our Website or App, how we use this information, and under what circumstances we may disclose the information to third parties. This Privacy Policy applies only to information we collect through the Website and App and does not apply to our collection of information from other sources.

This Privacy Policy, together with the Terms and conditions and Code of Conduct posted on our Website and app, set forth the general rules and policies governing your use of our Website and App. Depending on your activities at e-Scholars, you may be required to agree to additional terms and conditions.

### **Website Visitors**

Like most website operators, e-Scholars collects non-personally-identifying information of the sort that web browsers and servers typically make available, such as the browser type, language preference, referring site, and the date and time of each visitor request. e-Scholars' purpose in collecting non-personally identifying information is to better understand how e-Scholars visitors use its website. From time to time, e-Scholars may release non-personally-identifying information in the aggregate, e.g., by publishing a report on trends in the usage of its website.

e-Scholars also collects potentially personally-identifying information like Internet Protocol (IP) addresses for logged in users and for users leaving comments on <http://www.e-Scholarsblog> posts. e-Scholars only discloses logged in user and commenter IP addresses under the same circumstances that it uses and discloses personally-identifying information as described below.

### **Gathering of Personally-Identifying Information**

Certain visitors to e-Scholars websites choose to interact with e-Scholars in ways that require e-Scholars to gather personally-identifying information. The amount and type of information that e-Scholars gathers depends on the nature of the interaction. For example, we ask visitors who sign up for one on one sessions to provide a username and email address.



## **Security**

The security of your Personal Information is important to us, but remember that no method of transmission over the Internet, or method of electronic storage is 100% secure. While we strive to use commercially acceptable means to protect your Personal Information, we cannot guarantee its absolute security.

## **Advertisements**

Ads appearing on our website may be delivered to users by advertising partners, who may set cookies. These cookies allow the ad server to recognize your computer each time they send you an online advertisement to compile information about you or others who use your computer. This information allows ad networks to, among other things, deliver targeted advertisements that they believe will be of most interest to you. This Privacy Policy covers the use of cookies by e-Scholars and does not cover the use of cookies by any advertisers.

## **Links to External Sites**

Our Service may contain links to external sites that are not operated by us. If you click on a third party link, you will be directed to that third party's site. We strongly advise you to review the Privacy Policy and terms and conditions of every site you visit.

We have no control over, and assume no responsibility for the content, privacy policies or practices of any third party sites, products or services.

## **e-Scholars Uses Google AdWords for Remarketing**

e-Scholars uses the remarketing services to advertise on third party websites (including Google) to previous visitors to our site. It could mean that we advertise to previous visitors who haven't completed a task on our site, for example using the contact form to make an enquiry. This could be in the form of an advertisement on the Google search results page, or a site in the Google Display Network. Third-party vendors, including Google, use cookies to serve ads based on someone's past visits. Of course, any data collected will be used in accordance with our own privacy policy and Google's privacy policy.

You can set preferences for how Google advertises to you using the Google Ad Preferences page, and if you want to you can opt out of interest-based advertising entirely by cookie settings or permanently using a browser plugin.

## **Protection of Certain Personally-Identifying Information**

e-Scholars discloses potentially personally-identifying and personally-identifying information only to those of its employees, contractors and affiliated organizations that (i) need to know that information in order to process it on e-Scholars' behalf or to provide services available at e-Scholars' website, and (ii) that have agreed not to disclose it to others. Some of those employees, contractors and affiliated organizations may be located outside of your home country; by using e-Scholars' website, you consent to the transfer of such information to them. e-Scholars will not rent or sell potentially personally-identifying and personally-identifying information to anyone. Other than to its

employees, contractors and affiliated organizations, as described above, e-Scholars discloses potentially personally-identifying and personally-identifying information only in response to a subpoena, court order or other governmental request, or when e-Scholars believes in good faith that disclosure is reasonably necessary to protect the property or rights of e-Scholars, third parties or the public at large.

If you are a registered user of e-Scholars and have supplied your email address, e-Scholars may occasionally send you an email to tell you about new features, solicit your feedback, or just keep you up to date with what's going on with e-Scholars and our products. We primarily use our blog to communicate this type of information, so we expect to keep this type of email to a minimum. If you send us a request (for example via a support email or via one of our feedback mechanisms), we reserve the right to publish it in order to help us clarify or respond to your request or to help us support other users. e-Scholars takes all measures reasonably necessary to protect against the unauthorized access, use, alteration or destruction of potentially personally-identifying and personally-identifying information.

### **Aggregated Statistics**

e-Scholars may collect statistics about the behavior of visitors to its website. e-Scholars may display this information publicly or provide it to others. However, e-Scholars does not disclose your personally-identifying information.

### **Cookies**

To enrich and perfect your online experience, e-Scholars uses "Cookies", similar technologies and services provided by others to display personalized content, appropriate advertising and store your preferences on your computer.

A cookie is a string of information that a website stores on a visitor's computer, and that the visitor's browser provides to the website each time the visitor returns. e-Scholars uses cookies to help e-Scholars identify and track visitors, their usage of <http://www.e-Scholars.net>, and their website access preferences. e-Scholars visitors who do not wish to have cookies placed on their computers should set their browsers to refuse cookies before using e-Scholars' websites, with the drawback that certain features of e-Scholars websites may not function properly without the aid of cookies.

By continuing to navigate our website without changing your cookie settings, you hereby acknowledge and agree to e-Scholars use of cookies.

### **E-commerce**

Those who engage in transactions with e-Scholars by purchasing e-Scholars Services are asked to provide additional information, including as necessary the personal and financial information required to process those transactions. In each case, e-Scholars collects such information only insofar as is necessary or appropriate to fulfill the purpose of the visitor's interaction with e-Scholars. e-Scholars does not disclose personally-identifying information other than as described below. And visitors can always refuse to supply personally-identifying information, with the caveat that it may prevent them from engaging in certain website-related activities.

**Privacy Policy Changes**

Although most changes are likely to be minor, e-Scholars may change its Privacy Policy from time to time, and in e-Scholars sole discretion. e-Scholars encourages visitors to frequently check this page for any changes to its Privacy Policy. Your continued use of this site after any change in this Privacy Policy will constitute your acceptance of such change.

**Contact Information**

If you have any questions about this Privacy Policy, please contact us by email [admin@e-Scholars.net](mailto:admin@e-Scholars.net).