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TruckPro Privacy Policy

Effective/Updated as of February 17, 2020

Introduction. TruckPro, LLC (“TruckPro” or “we”) is committed to protecting the privacy of certain personal information that we collect when you access www.truckpro.com (the “Site”).

This Privacy Policy (“Policy”) describes our policies and practices regarding how we collect, use and disclose information that you submit or that we obtain in connection with your use of this Site.

This Policy governs your use of this Site and by accessing or visiting the Site you are indicating you understand that the collection, use, and sharing of your information is subject to this Privacy. Please read this Policy carefully before using the Site or submitting personal information to us.

Changes to this Policy. We reserve the right to change this Policy at any time. In the event we make material changes to the Policy, we will provide notice through the Site. Changes will be effective immediately upon posting to the Site and will apply to your use of the Site after the “effective date” listed above.

You understand and agree that your continued use of the Site after the effective date means that the collection, use, and sharing of your personal information is subject to the updated Policy.

Except to the extent we receive your authorization or as permitted or required by applicable law, we will handle your data in accordance with the terms of the Policy in effect at the time of the collection.

Information we collect.

Information We Collect. We may collect personal information from a variety of sources to operate the Site, carry out our business, comply with law and other purposes described herein.

Information You Provide.

When you contact us or report a problem on our Site, you may provide:

- Your name
- Email address
- Phone number
- Company name
- City, State, Zip

When you sign up for our newsletter, email updates, promotions, special offers and savings, etc., you may provide:

- Your name
- Email address
- Zip Code
- Company name

When you register or create an account with us, you may provide:

- Your name
- Email address
- Address
- Company name and title
- Password

<p><i>We may collect personal information about you from third parties.</i></p> <p><i>We may collect data on how you use the Site.</i></p>	<p>When you upload documents or complete forms on the Site, such as a resume or application, we may collect the information contained in those documents/forms.</p> <p>When you buy or receive products, services, etc. you may provide:</p> <ul style="list-style-type: none">• Your name• Email address• Address• Phone number• Work contact information including title <p>You do not have to provide the above information to access or use the other sections of the Site.</p> <p><u>Information From Third Parties.</u> We may collect information about you from third parties such as from your employer, commercial credit services, through your social media services consistent with your settings on such services, from other third-party sources that are lawfully entitled to share your data with us, including from publicly available and third-party databases or services that provide information about business people that we believe will help us identify provide products and services that may be of interest to you. We use and share this information (and may add it to the other information we have on file for you) for the purposes described in this Policy. We will obtain your consent, however, before contacting you, if required by the law of the country in which you are located.</p> <p><u>Information On Your Use.</u> If logged in to a user account, we may collect information about and log your visits and use of the Site. This includes, for example, when you view or click on embedded content or ads. We also use cookies and internet protocol (“IP”) addresses to identify you and log your use of the Site.</p>
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We collect statistical information concerning Site usage.

Statistical Data. To monitor utilization of the Site and continuously improve its quality, we may compile statistical information concerning the usage of the Site using analytics services, such as those provide by Google Analytics. Examples of this information would include: the number of visitors to the Site, or to sections or pages within the Site, patterns of traffic flowing through the Site, length of time spent on the Site, or in sections or pages of the Site, the other sites that refer visitors to the Site, the pages of the Site that visitors frequently use as entry and exit points, utilization of the browser and operating systems and versions used by visitors to the Site, methods used to browse away from the page, any phone number used to call our customer service number, and location information. The analytics services may transfer this information to third parties in case of a legal obligation or if a third party processes data on behalf of that service. To compile this information, we may collect and store:

- Your IP address
- Your operating system and platform
- Your browser type and version
- Time zone setting
- Browser plug-in types and versions
- The pages you visit within the Site
- Data provider
- The length of time you spend on pages within the Site
- The site from which you linked to ours
- Search terms you used in search engines that resulted in you linking to the Site, etc.

While all of this information can be associated with the IP address your computer had while you visited the Site, it will not be associated with you as an individual, or associated with any other information you may submit through the Site, or that we may store about you for any other purposes. We may use this information to generate aggregate statistics about visitors to our Site. Please check your web browser if you want to learn what information your browser sends or how to change your settings.

We collect data through cookies and similar technology.

Cookies and Similar Technology. We may use technologies such as cookies, pixel tags, browser analysis tools, server logs and web beacons to recognize you when you return to the Site and to help us improve the quality of our service when you visit our Site. We may also use cookies to tailor our products, services and advertising to suit your personal interests, estimate our audience size, track visits to and sales at our Site and, as applicable, to process your order. We do not link your URL or IP address to any personal information.

The Site contains embedded content (e.g., videos). Embedded content may place third party cookies on your device that track your online activity to enhance your experience or assess the success of their application. We have no direct control over the information these cookies collect and you should refer to their website privacy policy for additional information.

You may control cookies, including preventing or stopping the installation and storage of cookies, through your browser settings and other tools. If you do so, our Site may not function correctly. Please refer to the Help feature of your browser for information on disabling cookies.

IMPORTANT: By using the Site, you consent to the processing of any personal data for the analytics purposes and functions described above.

How we use your personal information.

How We Use Your Personal Information. In general, we will use the personal information we collect about you only for the purpose it was collected, for compatible purposes, as permitted or required by law, as necessary to carry out our contractual duties and obligations, and as otherwise provided in this Policy. For example, we may use your data in the following ways:

- To provide you with the information, products, and services that you request from us or express interest in.
- To process your payments for purchases and services.
- To provide our newsletter, special offers, etc.

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| | <ul style="list-style-type: none">• To communicate with you, including sending messages about the availability of our Site, security, or other service-related issues. (You may change your communication preferences at any time. Please be aware that you cannot opt-out of receiving service messages from us, including security and legal notices.)• To manage your user account.• To facilitate any application you make to us or send job alerts (please note that our collection and processing of your resume or related information is not an employment offer or contract between us and will not create any relationship between you and us)• For our research and development efforts. We may use data, including public feedback, to conduct research and for the development of the Site and the services and products we provide to you.• For other everyday business purposes such as payment processing and financial account management, product development, contract management, IT and website administration and security, fulfillment, analytics, fraud prevention, corporate governance, reporting and legal compliance.• To ensure that content from our Site is presented most effectively to you and your device.• To provide you, or permit selected third parties to provide you, with information about products and services we offer that are similar to those that you have already purchased, provided you have not opted-out of receiving that information. For example, to send you newsletters and promotions using any communications preferences you have expressed. We may provide these communications via email, postal mail, online advertising, social media, telephone, text message (including SMS and MMS), push notifications, in-app messaging, and other means.• For advertising. We may show you ads on the Site using data from advertising technologies on the Site such as web beacons, pixels, ad tags, cookies, device identifiers; or Information from advertising partners. |
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How we disclose your personal information.

- To measure or understand the effectiveness of advertising that we provide to you and others, and to deliver relevant advertising to you.

We do not share your personal data with any third-party advertisers for their advertising. Note if you view or click on an ad on the Site, the ad provider may get a signal that someone visited the page that displayed the ad, and they may determine it is you through the use of cookies or similar technologies.

Disclosure of Information. In general, we will not disclose your personal information except with your consent and as described in this Policy. We may disclose your data for the same reasons that we may use it as described in this Policy, which includes disclosing it to our affiliates and non-affiliated third parties, as we deem necessary to carry out those purposes.

- **Third Party Vendors.** We may need to use or disclose this information with a member of our group partners or third party vendors as follows:
 - With your consent or as you direct;
 - To manage the Site;
 - To improve and optimize our Site.
 - For the performance of obligations arising from any contract we enter into with you;
 - To process payments and requests for products and services;
 - To provide you with products, services, offers, newsletters, promotions, etc.;
 - To engage in marketing activities, such as sharing personal information with our partners to deliver advertisements to our shared customers;
 - To enhance our services by, among other methods, obtaining assistance with providing more personalized services to you through analytics and other technologies (including, but not

limited to, data storage, maintenance services, database management, web analytics and payment processing);

- To protect our interests and legal rights, such as through responding to subpoenas and defending litigation; and
- To protect against and prevent fraud, illegal activity (such as identifying and responding to incidents of hacking or misuse of our websites and mobile applications), and claims and other liabilities.

We endeavor to choose affiliates and non-affiliates with similar standards to ours regarding the protection of data.

- **Legal Process, Security, Defense, Protection.** It is possible that we will need to disclose information about you if required by law, subpoena, or other legal process.
- **Additional disclosures.** We may disclose information about you if we have a good faith belief that disclosure is reasonably necessary to:
 - demonstrate our relationship with you;
 - investigate, prevent, or take action regarding suspected or actual illegal activities or to assist law enforcement agencies;
 - protect the security or integrity of the Site;
 - investigate and defend ourselves against any third-party allegations or claims; or
 - protect the rights and safety of others.
- **Change in Control or Sale.** We can share, sell, assign, or license your personal data in connection with certain business transactions, such as a sale, acquisitions, merger, or change in control, or in preparation for any of these events. In such cases, we will take appropriate steps under the circumstances and to the extent possible to ensure that the recipient agrees to provide privacy protections

<p><i>We take safeguard your personal information.</i></p> <p><i>We do not detect Do Not Track signals.</i></p> <p><i>You may modify your personal information.</i></p>	<p>substantially similar to those established by this Policy. Any entity that acquires all or substantially all of the Company’s assets will have the right to continue using your data consistent with this Policy or as otherwise agreed to by you.</p> <p>In no case will we sell or license your data to third parties, except as set forth above or as required or permitted by law.</p> <p><u>Safeguarding of Information.</u> No system for safeguarding personal or other information is 100% secure and even though we have taken steps to protect your personal information from being intercepted, accessed, used or disclosed by unauthorized persons, we cannot fully eliminate security risks associated with personal information. We take a number of steps to safeguard the security of personal information obtained through the Site. However, there is no guarantee that data may not be accessed, disclosed, altered, or destroyed by breach of any of our administrative, physical, or technical safeguards. Additionally, we use Secure Socket Layer (SSL) data encryption when data is transmitted over the Internet to our Site.</p> <p><u>Do Not Track.</u> “Do Not Track” is a privacy preference that you can set in your Internet search browser that sends a signal to a website that you do not want the website operator to track certain browsing information about you. However, because our Site is not configured to detect Do Not Track signals from a user’s computer, we are unable to respond to Do Not Track requests.</p> <p>We do not track Site users over time and across third party websites.</p> <p><u>Modifying Your Personal Information.</u> You may contact us at 1-88-TruckPro to:</p> <ul style="list-style-type: none">• Update or correct your personal information on the Site; or• Delete information from our records, subject to certain limitations.
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Your choices regarding your personal information.

Links to third party sites.

Information of children.

Your Choices Regarding Your Personal Information. You can always limit the information you provide to us, but if you choose not to provide certain requested information, you may be unable to access some of the services, offers, and content on the Site.

You may unsubscribe from any of our newsletters or other communications for which you have registered by calling 1-88-TruckPro. You may opt out of receiving future marketing communications via email by following the instructions in the email to opt-out or clicking on the unsubscribe link within any email communication that you receive,

If you opt out of receiving communications by calling 1-88-TruckPro you will receive no notification on our products or services.

Links to Third Parties' Sites and Third Party Integrations. We may provide links to websites or resources outside of our Site for your informational purposes only. We may also provide links to third party integrations. Third party integrations are websites or platforms that synchronize with our Site to provide you with additional functionality, tools, or services such as accepting job applications, sending newsletters, applying for credit, etc.

You acknowledge and agree we are not responsible for the availability of third party sites, resources, or integrations and do not endorse and are not responsible or liable for any content, advertising, goods, services or other materials on, available through, or provided by such sites, resources, or integrations. We are not responsible for the privacy or other practices of such sites and cannot guarantee the security of personal information that you provide, or is collected by, such sites. We encourage you to review the privacy policies and terms and conditions on those linked sites.

Information of Children. The Site is not directed to children as the products and services on this Site are intended for persons 13 years of age and older. The Company does not knowingly collect, use or disclose any personal information from

<p><i>Storage of personal information.</i></p> <p><i>Applicable law.</i></p> <p><i>California residents.</i></p>	<p>children. If we learn that Personal Data of persons less than 13 years-of-age has been collected through our Site, we will take the appropriate steps to delete this information. If you are a parent or guardian and discover that your child or a minor under the age of 13 has posted, submitted or otherwise communicated Personal Data to our Site without your consent, then you may alert us at 1-88-TruckPro so that we may take appropriate action to remove the minor’s Personal Data from our systems. You may also use web-filtering technology to supervise or limit access to the Site.</p> <p><u>Where We Store Your Personal Data.</u> We generally store the personal information that you provide to us on servers located in the United States. If you are located in another jurisdiction, you should be aware that once your personal information is submitted through our Site, it may be transferred to our servers in the United States which may not have similar data protection laws to the country in which you reside.</p> <p><u>Applicable law.</u> This Policy is governed by the internal substantive laws of Tennessee, without regard to its conflict of laws principles. Jurisdiction for any claims arising under or out of this Privacy Policy shall lie exclusively with the state and federal courts within Tennessee. If any provision of this Policy is found to be invalid by a court having competent jurisdiction, the invalidity of such provision shall not affect the validity of the remaining provisions of this Policy, which shall remain in full force and effect.</p> <p><u>California Residents.</u> If you are a California resident, please read the following:</p> <ul style="list-style-type: none">• California Civil Code Section 1798.83 permits you to request information regarding the disclosure of your personal information by certain members of the Company to third parties for the third parties’ direct marketing purposes. Requests may be made one time per calendar year. If applicable, this information would include the categories of customer information and the names and addresses of
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those businesses with which we shared customer information for the immediately prior calendar year (e.g., requests made in 2018 will receive information regarding 2017 sharing activities). You may submit your request using the contact information at the end of this Policy.

- If you are a California resident under the age of 18, and a registered user of any site where this policy is posted, California law permits you to request and obtain removal of content or information you have publicly posted. You may submit your request using the contact information at the end of this Policy. Please be aware that such a request does not ensure complete or comprehensive removal of the content or information you have posted and that there may be circumstances in which the law does not require or allow removal even if requested.

Contact us.

Contact Us. If you have any questions regarding this Policy or your privacy, you may contact us at:

TruckPro, LLC
1900 Charles Bryan, Ste. 100
Cordova, TN 38016
Attn: Legal Council
1-88-TruckPro
PrivacyContact@truckpro.com