

PRIVACY POLICY

RedRiver Systems, LLC (“REDRIVER”, “we”, “us” or “our”) respects your privacy and is committed to protecting it through our compliance with this policy. This policy describes the types of information we may collect from you or that you may provide when you visit our website at <https://www.redriversystems.com> (“Website”) and our practices for collecting, using, maintaining, protecting, and disclosing that information.

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, you should not use the Website. This policy may change from time to time. Your continued use of this Website after we make changes is deemed to be acceptance of those changes, so please check the policy periodically for updates.

1. Information We Collect About You and How We Collect It

We collect several types of information from and about users of our Website, including:

Directly From You:

- If you are a job applicant (“Candidate”), we may collect the following information:
- Name
- Contact information (i.e. mailing/home address, phone number, email)
- Login credentials
- Professional and career-related information (i.e. education, experience, references, work preferences, job search criteria, eligibility to legally work in the US, and other information that may be included on your resume)
- Demographic information, which may include information protected under state or federal law, including gender, age, military status, and veteran status (in each case, for lawful, nondiscriminatory purposes only)
- Copies of your correspondence (including email addresses), if you contact us

If you are acting on behalf of a business client (“Customer”) of REDRIVER, we may collect the following information from you:

- Name
- Contact information (i.e. mailing/home address, phone number, email)
- Login credentials
- Professional or employment-related information such as your company name, department, and job title
- Copies of your correspondence (including email addresses), if you contact us

From Your Device (Through Automatic Data Collection Technologies)

As you navigate through and interact with our Website, we may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- Your search queries on the Website
- Details of your visits to our Website, including traffic data, location data, logs, and other communication data and the resources that you access and use on the Website
- Information about your computer and internet connection, including your IP address, operating system, and browser type

The information we collect automatically may include personal information, or we may maintain it or associate it with personal information we collect in other ways or receive from third parties. It helps us to improve our Website and to deliver a better and more personalized service, including by enabling us to:

- Estimate our user size and usage patterns
- Store information about your preferences, allowing us to customize our Website according to your individual interests
- Speed up your searches
- Recognize you when you return to our Website

The technologies we use for this automatic data collection may include:

- Cookies (or browser cookies). A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting, you may be unable to access certain parts of our Website. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Website.
- Web Beacons. Pages of our Website may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit REDRIVER, for example, to count users who have visited those pages or and for other related website statistics (for example, recording the popularity of certain website content and verifying system and server integrity).

Currently we do not alter our information collection and use practices in response to Do Not Track signals.

From Third Parties

We may receive Candidate resumes and other information about Candidates from service providers, including our business partners or other websites operated by third parties, such as LinkedIn, other job boards, or job posting aggregates. We may also obtain employment related information about Candidates from your references or through an offline background check. In addition, we may use outside vendors to assist us in collecting the information described above.

State Law Personal Information Collection Disclosure Notice

If you are a resident of California and certain other states, the California Consumer Privacy Act of 2018 (“CCPA”) requires us to notify you of the CCPA defined categories of personal information that we have collected from consumers within the last twelve (12) months. In the last twelve (12) months, we have collected the following categories of consumer personal information:

- Identifiers
- California Customer Records employment and personal information
- Protected classification characteristics under California or federal law
- Internet or other similar network activity information
- Geolocation data
- Professional or employment-related information
- Non-public education information
- Inferences drawn from other personal information to create a profile or summary

Sensitive personal information is a subtype of personal information consisting of specific information categories. While we collect information that falls within the sensitive personal

information categories listed below, the CCPA does not treat this information as sensitive because we do not collect or use it to infer characteristics about a person:

- Government identifiers, such as Social Security Numbers and driver's license numbers
- Racial or ethnic origin, religious or philosophical beliefs, or union membership

2. How We Use Your Information

We use information that we collect about you or that you provide to us, including any personal information:

- To present our Website and its contents to you
- To provide Candidates with information regarding job opportunities and career-related information
- To provide our prospective Candidates and Customers with our services
- To provide you with information or services that you request from us
- To fulfill any other purpose for which you provide it
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collection
- To notify you about changes to our Website or any products or services we offer or provide through it
- For our business purposes, such as data analysis, audits, protecting the Website from abuse, and improving our services
- In any other way we may describe when you provide the information
- For any other purpose with your consent

REDRIVER does not sell the information or share it with third parties for cross-context behavioral advertising. In addition, we will not collect additional categories or use the personal information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

3. Disclosure of Your Information

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction.

We may also disclose the following categories of personal information to third parties for our business and commercial purposes. Furthermore, in the preceding twelve (12) months, REDRIVER has disclosed the following categories of personal information for a business purpose:

- Identifiers such as your name and email address
- Characteristics of protected classifications under California or Federal law such as gender
- Internet or other electronic activity information such as network activity information or information obtained from your device like browsing history on the Website, IP address, search history on the Website
- Geolocation data
- Professional, career, or employment-related information
- Education information

We may disclose such personal information to the following categories of third parties:

- Service Providers. We may share your information with our contractors, service providers, and other third parties we use to support our business and who are bound by

contractual obligations to keep personal information confidential and use it only for the purposes for which we disclose it to them.

- Customers and prospective Customers. Customers and prospective Customers may request professional and employment-related information for purposes of evaluating a Candidate's credentials, skills and experience. Customers may also need to approve and process Candidate timesheet information.
- Candidates. We may share Customer information to Candidates such as when a Candidate must know information about whom to contact when going on an interview or to a job with a Customer or prospective Customer.
- Business transfers. To a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of REDRIVER's assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by REDRIVER about our Website users is among the assets transferred.
- Subsidiaries. REDRIVER may share your information with its subsidiaries and affiliates who will handle your personal information consistent with this Privacy Policy.

We may also disclose your personal information:

- To comply with any court order, law, or legal process, including to respond to any government or regulatory request
- To enforce or apply our terms of use and other agreements, including for billing and collection purposes
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of REDRIVER, our Customers, or others

In the preceding twelve (12) months, REDRIVER has not sold or shared any personal information with third parties for cross-context behavioral advertising.

4. Choices About How We Use and Disclose Your Information

We strive to provide you with choices regarding the personal information you provide to us. We have created mechanisms to provide you with the following control over your information:

- Tracking Technologies and Advertising. You can set your browser to refuse all or some browser cookies, or to alert you when cookies are being sent. If you disable or refuse cookies, please note that some parts of this site may then be inaccessible or not function properly.
- Accessing and Correcting Your Information. You may also send us an email to request access to, correct or delete any personal information that you have provided to us. We cannot delete your personal information except by also deleting your user account. We may not accommodate a request to change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.
- Promotional Offers from REDRIVER. If you do not wish to have your email address used by REDRIVER to promote our own or third parties' products or services, you can opt-out by selecting "unsubscribe" from any promotional email you receive or at any other time by sending us an email stating your request. If we have sent you a promotional email, you may send us a return email asking to be omitted from future promotional email distributions.

Residents of certain states may have additional personal information rights and choices. Please see Section 5 ("Your State Privacy Rights") for more information.

5. Your State Privacy Rights

California Residents

California's "Shine the Light" law (Civil Code Section § 1798.83) permits users of our Website that are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please contact us.

Residents of California, Virginia, and Colorado

California, Colorado, Virginia, and others (as applicable) also provide their state residents with right, which may include:

- Confirm whether we process their personal information
- Access and delete certain personal information
- Data portability
- Opt-out of personal data processing for targeted advertising and sales
- Correct inaccuracies in their personal information, taking into account the information's nature processing purpose
- Opt-out of profiling in furtherance of decisions that produce legal or similarly significant effects
- Limit use and disclosure of sensitive information.

Because processing your information is necessary to the performance of recruitment, placement, and employment or staffing services that we provide, a request to erase your information may result in REDRIVER being unable to continue providing these. Subject to applicable law, REDRIVER may limit or deny requests or charge reasonable fees.

To exercise any of these state rights, contact us using the information at the end of this Privacy Policy. Please note, REDRIVER may require additional information to confirm your identity before verifying the request. If we are unable to verify your identity, we may deny the request.

We will not discriminate against you, deny you goods or services, charge you a different price, or provide you with a lesser quality of goods or services if you exercise any of your state rights, unless permitted by applicable law.

Residents of Nevada

Nevada provides its residents with a limited right to opt-out of certain personal information sales. Residents who wish to exercise their sale opt-out rights may submit a request to the address or number noted at the end of this Privacy Policy. However, please know we do not currently sell data triggering that statute's opt-out requirements.

6. Children Under the Age of 16

Our Website is not intended for children under 16 years of age. No one under age 16 may provide any personal information to the Website. We do not knowingly collect personal information from children under 16. If you are under 16, do not use or provide any information on this Website. If we learn we have collected or received personal information from a child under 16 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 16, please contact us.

7. Data Security and Storage Practices

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure. Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to

protect your personal information, we cannot guarantee the security of your personal information transmitted to our Website. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the Website.

We retain your personal information only for as long as necessary to fulfil the purposes set out in this Privacy Policy in accordance with applicable legal and regulatory requirements unless a longer retention period is required or permitted by law.

Please note that REDRIVER is headquartered in the United States. If you are located outside of the United States, you should be aware that the United States processes, hosts and transfers personal information in different countries outside of the country you reside in, including in the United States. If you are located outside of the United States, please know that applicable data protection laws may be different than the laws of your country. Your personal information may be transferred to and/or stored in any country where we conduct business, which includes outside North America. By using our Website or by otherwise providing information to us, you understand that the information from or about Website or your use of our Website may be transferred to and/or stored in countries outside of your country of residence, including the United States.

8. Changes to Our Privacy Policy

It is our policy to post any changes we make to our privacy policy on this page. If we make material changes to how we treat our users' personal information, we will notify you by email to the email address specified in your account and/or through a notice on the homepage of our Website. The date the privacy policy was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting our Website and this Privacy Policy to check for any changes.

9. Contact Information

To ask questions or comment about this Privacy Policy and our privacy practices, contact us at:

- email: info@redriversystems.com
- address: PO Box 950, Addison, TX 75001
- phone number: 214.446.3300