

PRIVACY POLICY

G3 Enterprises, Inc. and its affiliates and related brands and/or companies (collectively referred to here as "we," "our" or "G3") created this Privacy Policy to inform our website users, club members, event registrants/participants, newsletter/information recipients, promotion participants, online community participants, those who purchase or inquire about our products and services, and others (collectively referred to as "you") about our practices regarding collection, use and disclosure of personally identifiable information ("personal data") that you provide to us or we collect from you. This Privacy Policy does not apply, to G3 employees, employment applicants, suppliers, distributors or trade contacts, except when they are acting in a "customer" capacity; in all other circumstances, other policies apply.

This Privacy Policy does not apply to any of our other websites that contain a separate privacy policy, but only to sites that specifically link to this Privacy Policy.

While our website or other materials may include links or references to non-G3 websites, platforms, materials or entities, this Privacy Policy does not apply to any data that may be collected through those non-G3 sites, platforms, materials or entities, unless otherwise indicated. This includes any websites of affiliated entities.

I. Your Consent

You should read this entire Privacy Policy before submitting information to us or using our website. Whenever you submit information via our website or otherwise to us, whether online or offline, you consent to the collection, use and disclosure of that information in accordance with this Privacy Policy.

II. Information Collection and Use

We may receive personal data (including, without limitation, age, birthdate, address, email address, phone number, Facebook account information, and geographic location) from you both online and offline. Online, we may receive information through our website, an affiliated site (such as a promotional microsite linked to our site), a brand page on a community website (such as Facebook or the like) or through similar online avenues, and via mobile phone applications or SMS (text message) correspondence. In many cases, such information will be collected directly from you, such as through a transaction or inquiry (including via a telephone call or SMS correspondence) or your submission of a form, registration or communication to us. Information may also be gathered from third-party sources (including without limitation, our third-party service providers (such as marketing and fulfillment companies), opt-in lists, publicly available data, consumer reporting agencies, other companies and referrals) and through your activities and interactions with us, including, without limitation, your online activity on our website. We may combine data collected from these disparate sources unless we tell you otherwise.

The types of personal data include the following, depending on your activities:

- **Contact information and Geographic Location**, including name, title, street address (home, work, billing, shipping), postal code, country, telephone numbers (home, work, cell, etc.), email address (home, work), company name and other similar information, and your geographic location.
- **Personal/demographic information**, including birthday/age/age group, gender, birth date, salary range, occupation, level of education, contest- or promotion-specific information (e.g., for wedding promotions, we ask for your wedding date, location, etc.).
- **Authentication information**, including user IDs, log-in names, passwords, password reminders, copy of ID, social security number. (in addition to other personal data such as contact information, birth date).
- **Transactional and financial information**, including products or services you purchase, inquire about or request, payment information, and debit/credit card information.
- **Preferences, views and comments**, including beverage preferences and consumption frequency, subscriptions/communications preferences, feedback in response to surveys, language preference.

III. Participation information, including event attendance, sweepstakes/contest entries (including all information submitted on an entry such as clothing size), information provided when requesting or receiving discounts/coupons/rebates, registrations, information relating to use of online communities (for example social media IDs) and all other user submissions and content you provide.

As you use our website, some information can be "passively" collected using various technologies, such as cookies, web beacons and navigational and location data collection (clickstream, log files, server logs). Your Internet browser automatically transmits some of this information, such as the URL of the website you just visited and the Internet Protocol (IP) address and browser version currently being used by your computer. Such technologies help us to keep track of your interactions with our website and provide you with a more customized experience.

As is the case with many websites, our website may use cookies and other automated information collection means. Cookies are information about you from our website that is stored on your browser or hard drive. Cookies save you time because you do not need to manually re-enter the information stored on your hard drive. Cookies also help us optimize and upgrade our website by showing when and how users use our website. You can set your browser to notify you when a cookie is sent or refuse cookies altogether, but certain features of our website might not work without cookies.

Our website may also use IP addresses for the same purposes identified above, as well as to analyze trends, administer our website, track users' movements and online activity and gather demographic information for aggregate use.

We may use web beacons (also known as Internet tags or clear GIFs) on our website to access and set cookies and otherwise help us to better understand how users are moving through our website. Information provided by the web beacon includes the computer's IP address, the type of browser being used and the time that the web beacon was viewed. We may also use web beacons in emails and newsletters so that we know when such communications have been opened and to otherwise help us tailor our communications to individual users.

We use personal data about customers to respond to your requests (including requests for newsletter subscriptions, materials, coupons/rebates/discounts and so on); to provide products or services that you have ordered; to process your order transactions and contact you regarding your order; to invite and help you to participate in online and offline events, activities and/or clubs; to allow you to post information and other content online; to improve our products, services and websites; to follow up with you after you have communicated with us or submitted information to us; to send promotional communications or offers (unless you have requested that we not send such communications); for marketing, research and legal purposes and other purposes (including call center recordings); to permit you to participate in and to otherwise administer sweepstakes, promotions, campaigns and contests; to allow you to contact another person; to address your interests and concerns; and as otherwise specified in this Privacy Policy and/or at the point of personal data collection.

We use personal data about customers in contexts that include the following:

- **Conducting and following up on transactions.** We may use personal information such as name, title, street address, phone number, email address, title, company name, payment information and debit/credit card information to conduct transactions with you, process your order, and contact you about your order.
- **Registration, such as for events, memberships, accounts (i.e., log-ins and passwords, etc.).** You may be given an opportunity to register with us to create an account or become a member of a club; to receive promotional communications/offers; to attend an event; to join/participate in an online community, blog, chatroom or other interactive areas or to otherwise provide user-generated content (such as posting favorite photos/videos/audio recordings, providing testimonials, sharing experiences about G3 products, etc.). Such activities may entail collection of name, title, contact information, birth date, user name and password, beverage preferences, experiences with such products and personal information/preferences related to the subject matter of the particular

activity. In some cases, you will select a user ID and password when you register and you will use this to gain access to certain registration-restricted areas. Note that using our website as a registered user enables information that is passively collected as you navigate our website to be associated with personal data actively collected from you or your activities on our website.

- **Participation in online communities/provision of user-generated content.** Our website may provide online community features and may allow you to submit user-generated content for posting on our website. You are responsible for any postings you make in any online community. Anything you make available as a participant in an online community or submit for posting by us may be made available for others to see.
- **To follow up with you after you have completed a form, business reply card or survey, whether online or offline.** When you visit G3 and/or attend an event where we are present, you might fill in an optional form, telling us your name, title, email address, beverage consumption preferences, whether you attended past events, your postal code, comments, whether you would like us to contact you in the future and/or other information. Likewise, you might choose to participate in an online or offline survey (anonymously or with name/contact information) where you provide demographic information and survey-specific preference data. We use the personal data you provide to improve our products, services and website content and otherwise to more effectively communicate with you.
- **To allow you to contact us with questions, comments or concerns and to address your communications.** We provide a number of ways for you to contact us to ask questions, provide comments or share concerns. This may occur, for example, via our Customer Service team (by calling a designated phone number), the "Contact Us" section on our website or via email or postal mail. Depending on the circumstances, we may collect your name, title, contact information, age group, product name/number, message type, comments and other types of data relevant to the specific situation (e.g. product involved, use of the product, any problems with the product and the like).
- **To provide materials you request.** We provide a number of ways for you to request materials from us, such as newsletters, coupons, rebates, brochures, product literature and the like. We may collect and use contact name, title, contact information, age-indicative information, demographic information, preferences, transaction information (such as related to rebates) and other information relevant to responding to your request.

- **To permit your participation in contests, sweepstakes and other promotions.** To participate in sweepstakes, contests, campaigns and other similar promotions, we often collect name, title, contact information, age-indicative information and gender, and/or your geographic location as well as other information related to the particular activity.
- **For marketing purposes (unless you have told us otherwise).** G3 may use your contact information to tell you about other products and services (including those of our other brands, affiliates and companies) that we believe might be of interest. If at any time you do not want communications from us for promotional purposes, please let us know (see the "It's Your Choice" section of the Privacy Policy).

We may disclose personal data you provide to us to service providers that we use to support our business and operations (e.g., delivery services, financial institutions, fulfillment services, technical support, advertising, public relations, media and marketing services, sweepstakes, promotions, campaigns and contest-related services, call-in centers, e-commerce and other web-related services such as web hosting and web monitoring services and event-related services such as online and offline data capture) who have agreed to keep the information confidential and use it only to provide the applicable service(s). In some cases, we work with other companies who help to gather information from you or help us to communicate with you. For example, our mobile applications or SMS correspondence campaigns may be administered by a third party service provider.

We may also disclose personal data to third parties (including, without limitation, governmental agencies) if required to do so by law, regulation or court order; to respond to governmental and/or law enforcement requests; to identify, contact or bring legal action against someone who may be causing injury to or interfering with our (or others') rights or property; to support any actual or threatened claim, defense or declaration in a case or before any jurisdictional and/or administrative authority, arbitration or mediation panel; or in connection with disciplinary actions/investigations. Likewise, we may disclose personal data to third parties in connection with the sale, assignment or other transfer of the business of our website or the sale, assignment, merger, reorganization or other transfer of any of our brands or companies.

We (including any of our brands) may use your user-generated content you choose submit to us including by displaying it on our sites and including for our promotional purposes.

IV. Security

We take steps to protect personal data from loss, misuse and unauthorized access, disclosure, alteration or destruction, whether in transmission or storage including by pseudonymizing and/or encrypting data in certain cases. Please keep in mind, however,

that there is no such thing as perfect security, and no Internet transmission is ever completely secure or error-free. Moreover, you are responsible for maintaining the confidentiality of any user name and password you use.

V. It's Your Choice: Contact Preferences and Opt-Out

We want to keep in touch with you in ways that you find to be beneficial. If you don't want us to use your contact information to communicate with you for promotional purposes (such as to tell you about other products and services that might be of interest or to offer coupons/discounts), please tell us that when you provide your contact information. If you decide at a later time you do not want to receive promotional communications, you can communicate this to us by accessing your account via our site (if applicable), by contacting us at 1-855-436-7337 or by following the instructions in the communications that we may send you. Keep in mind that these preferences regarding promotional contacts do not mean that we might not contact you for other reasons, such as those related to an order you placed, an inquiry you made, a newsletter to which you may have subscribed, an account you created, an event for which you registered, or a legally required notice.

VI. SMS Messaging Opt-Out

If you have participated in our general SMS correspondence campaign, you may opt-out by texting "STOP" to the short code provided in that message. Text "HELP" to the code for help or call us at the Customer Service number below for more assistance. Message and data rates may apply.

VII. Additional Rights for California Residents

Your California Privacy Rights

California Do Not Track Notice: Because there are not yet common, industry accepted "do not track" standards and systems, our website does not respond to Do Not Track signals. In addition, we may allow third parties to collect personal data from your activity on our website, as described in the "Information Collection and Use" section above.

Supplemental California Consumer Privacy Act Disclosures

G3 provides these Supplemental California Consumer Privacy Act Disclosures ("CCPA Disclosures"), to disclose information about our data processing practices as required by the California Consumer Privacy Act of 2018 ("CCPA) and supplementing the disclosures in this Privacy Policy (which apply also in California) and any CCPA Notice at Collection issued in addition to the CCPA Notice at Collection Online provided in Section III below. These CCPA Disclosures are effective **January 1, 2020**. You can download a PDF version here: [\[insert link to generate PDF\]](#)

A. Who and what information is subject to these CCPA Disclosures?

California residents are protected as "consumers" by the California Consumer Privacy Act of 2018 with respect to personal information.

A number of statutory exceptions apply under the CCPA and to these CCPA Disclosures, including the following:

- (1) personal information reflecting a written or verbal communication or a transaction between the business and the consumer, where the consumer is a natural person who is acting as an employee, owner, director, officer, or contractor of a company, partnership, sole proprietorship, non-profit, or government agency and whose communications or transaction with the business occur solely within the context of the business conducting due diligence regarding, or providing or receiving a product or service to or from such company, partnership, sole proprietorship, non-profit, or government agency
- (2) personal information that is collected by a business about a natural person in the course of the natural person acting as a job applicant to, an employee of, owner of, director of, officer of, medical staff member of, or contractor of that business to the extent that the natural person's personal information is collected and used by the business solely within the context of the natural person's role or former role as a job applicant to, an employee of, owner of, director of, officer of, medical staff member of, or a contractor of that business
- (3) personal information that is collected by a business that is emergency contact information of the natural person acting as a job applicant to, an employee of, owner of, director of, officer of, medical staff member of, or contractor of that business to the extent that the personal information is collected and used solely within the context of having an emergency contact on file
- (4) personal information that is necessary for the business to retain to administer benefits for another natural person relating to the natural person acting as a job applicant to, an employee of, owner of, director of, officer of, medical staff member of, or contractor of that business to the extent that the personal information is collected and used solely within the context of administering those benefits.

B. How can a consumer with a disability access these CCPA Disclosures?

Consumers who have a visual disability may be able to use a screen reader or other text-to-speech or text-to-Braille tool to review the contents of this notice. If this notice is needed in an alternative format, please call us at **1-855-436-7337**.

C. CCPA Notice at Collection Online

In this CCPA Notice at Collection Online, we are addressing disclosure requirements under California Civil Code §1798.100(b) and California Attorney General Regulations § 999.305 at or before the point of online collection. Our CCPA Privacy Policy, is available immediately [below](#). *[Must hyperlink such that the page jumps down to Section D]*

We collect the following categories of personal information about consumers for the following business or commercial purposes:

- **Contact information and Geographic Location**, including name, title, street address (home, work, billing, shipping), postal code, country, telephone numbers (home, work, cell, etc.), email address (home, work), company name and other similar information, and your geographic location.
- **Personal/demographic information**, including birthday/age/age group, gender, birth date, salary range, occupation, level of education, contest- or promotion-specific information (e.g., for wedding promotions, we ask for your wedding date, location, etc.).
- **Authentication information**, including user IDs, log-in names, passwords, password reminders, copy of ID, social security number (in addition to other personal information such as contact information, birth date).
- **Transactional and financial information**, including products or services you purchase, inquire about or request, payment information, and debit/credit card information.
- **Preferences, views and comments**, including product preferences and order frequency, subscriptions/communications preferences, feedback in response to surveys, language preference.
- **Participation information**, including event attendance, sweepstakes/contest entries (including all information submitted on an entry such as clothing size), information provided when requesting or receiving discounts/coupons/rebates, registrations, information relating to use of online communities (for example social media IDs) and all other user submissions and content you provide.
- **Cookies, web beacons and navigational and location data collection** (clickstream, log files, server logs). Your Internet browser automatically transmits some of this information, such as the URL of the website you just visited and the Internet Protocol (IP) address and browser version currently being used by your computer. Such technologies help us to keep track of your interactions with our website and provide you with a more customized experience.
- We use personal information about customers to conduct and follow up on transactions, in connection with registration, such as for events, memberships, accounts, to permit your participation in online communities/provision of user-generated content, to follow up with you after you have completed a form,

business reply card or survey, to allow you to contact us with questions, comments or concerns and to address your communications, to provide materials you request, to permit your participation in contests, sweepstakes and other promotions, for marketing purposes (unless you have asked us not to), to analyze trends, administer our website, track users' movements and online activity and gather demographic information for aggregate use, web beacons in emails and newsletters so that we know when such communications have been opened and to otherwise help us tailor our communications to individual users.

D. CCPA Privacy Policy

Beyond the disclosures in the preceding "Notice At Collection" segment, we are providing additional disclosures about consumer rights and our personal information handling practices in the preceding twelve months, as required by the CCPA and regulations of the California Attorney General, including §999.308 (Privacy Policy).

1) Right to Know About Personal Information Collected, Disclosed, or Sold

This Supplemental CCPA Privacy Policy describes the personal information we generally collect, use, disclose and sell about California residents. You have the right to request that we disclose what personal information we collect, use, disclose and sell about you specifically ("right to know"). To submit a request to exercise the right to know, please use the webform on the [\[Contact Us\]](#) portion of this website, or call our toll-free phone number at **1-855-436-7337**. Please specify in your request the details you would like to know, including any specific pieces of personal information you would like to access.

We will ask that you provide certain information to verify your identity, such as a code sent to an email address we may have on file for you. If you have a password-protected account with us, we may verify your identity through our existing authentication practices for your account. The information that we ask you to provide to verify your identity will depend on your prior interactions with us and the sensitivity of the personal information at issue. We will respond to your request in accordance with the CCPA. If we deny your request, we will explain why.

2) Our Personal Information Handling Practices in 2019

We have set out below the categories of personal information we have collected about California residents in the preceding 12 months and, for each category of personal information collected, the categories of sources from which that information was collected, the business or commercial purposes for which the information was collected, and the categories of third parties with whom we shared the personal information.

Category of personal information	We collected such personal information to use for the following business or commercial purposes:	We have collected such personal information from the following categories of sources:	We shared such personal information with the following categories of third parties:
<p>Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, or other similar identifiers.</p>	<p>To conduct and follow up on transactions, in connection with registration, such as for events, memberships, accounts, to permit your participation in online communities/provision of user-generated content, to follow up with you after you have completed a form, business reply card or survey, to allow you to contact us with questions, comments or concerns and to address your communications, to provide materials you request, to permit your participation in contests, sweepstakes and other promotions, for marketing purposes (unless you have asked us not to), to analyze trends, administer our website, track users' movements and online activity and gather demographic information for aggregate use, web beacons in emails and newsletters so that we know when such communications have been opened and to otherwise help us tailor our communications to individual users.</p>	<p>Directly from the California resident.</p>	<p>Our service providers that we use to support our business and operations (e.g., delivery services, financial institutions, fulfillment services, technical support, public relations, media and marketing services, promotions, campaigns and contest-related services, e-commerce and other web-related services such as web hosting and web monitoring services and event-related services such as online and offline data capture).</p>
<p>Any categories of personal information described in subdivision (e) of Section 1798.80: "Personal information" means any information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, his or her name, signature, social security</p>	<p>To conduct and follow up on transactions, in connection with registration, such as for events, memberships, accounts, to permit your participation in online communities/provision of user-generated content, to follow up with you after you have completed a form, business reply card or survey, to allow you to contact us with questions, comments or concerns and to</p>	<p>Directly from the California resident.</p>	<p>Our service providers that we use to support our business and operations (e.g., delivery services, financial institutions, fulfillment services, technical support, public relations, media and marketing services, promotions, campaigns and contest-related services, e-commerce and other web-related services such as web hosting and web monitoring services and event-related services such as online and offline data</p>

<p>number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. "Personal information" does not include publicly available information that is lawfully made available to the general public from federal, state, or local government records."</p>	<p>address your communications, to provide materials you request, to permit your participation in contests, sweepstakes and other promotions, for marketing purposes (unless you have asked us not to), to analyze trends, administer our website, track users' movements and online activity and gather demographic information for aggregate use, web beacons in emails and newsletters so that we know when such communications have been opened and to otherwise help us tailor our communications to individual users.</p>		<p>capture).</p>
<p>Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.</p>	<p>To analyze trends and to otherwise help us tailor our communications to individual users.</p>	<p>Directly from the California resident. From third-party sources (including our third-party service providers (such as marketing and fulfillment companies), opt-in lists, and publicly available data.</p>	<p>Our service providers that we use to support our business and operations (e.g., delivery services, financial institutions, fulfillment services, technical support, public relations, media and marketing services, promotions, campaigns and contest-related services, e-commerce and other web-related services such as web hosting and web monitoring services and event-related services such as online and offline data capture).</p>
<p>Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an Internet Web site, application, or advertisement.</p>	<p>To analyze trends, administer our website, track users' movements and online activity and gather demographic information for aggregate use, web beacons in emails and newsletters so that we know when such communications have been opened and to otherwise help us tailor our communications to individual</p>	<p>Directly from the California resident. From third-party sources (including our third-party service providers (such as marketing and fulfillment companies), opt-in lists, and publicly</p>	<p>Our service providers that we use to support our business and operations (e.g., delivery services, financial institutions, fulfillment services, technical support, public relations, media and marketing services, promotions, campaigns and contest-related services, e-commerce and other web-related services such as web hosting and web monitoring</p>

	users.	available data.	services and event-related services such as online and offline data capture).
Geolocation data.	Geographic location.	Directly from the California resident. From third-party sources (including our third-party service providers (such as marketing and fulfillment companies), opt-in lists, and publicly available data.	Our service providers that we use to support our business and operations (e.g., delivery services, financial institutions, fulfillment services, technical support, public relations, media and marketing services, promotions, campaigns and contest-related services, e-commerce and other web-related services such as web hosting and web monitoring services and event-related services such as online and offline data capture).
Professional or employment-related information.	To analyze trends, and gather demographic information for aggregate use, and to otherwise help us tailor our communications to individual users.	Directly from the California resident. From third-party sources (including our third-party service providers (such as marketing and fulfillment companies), opt-in lists, and publicly available data.	Our service providers that we use to support our business and operations (e.g., delivery services, financial institutions, fulfillment services, technical support, public relations, media and marketing services, promotions, campaigns and contest-related services, e-commerce and other web-related services such as web hosting and web monitoring services and event-related services such as online and offline data capture).
Inferences drawn from any of the information identified in this subdivision to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	To analyze trends and to otherwise help us tailor our communications to individual users.	Directly from the California resident. From third-party sources (including our third-party service providers (such as marketing and fulfillment companies), opt-in lists, and publicly available data.	Our service providers that we use to support our business and operations (e.g., delivery services, financial institutions, fulfillment services, technical support, public relations, media and marketing services, promotions, campaigns and contest-related services, e-commerce and other web-related services such as web hosting and web monitoring services and event-related services such as online and offline data capture).

3) Disclosures of Personal Information, No Sale

Over the preceding 12 months, we disclosed certain categories of California residents'

personal information to the categories of third parties as shown in the table above.

We do not and will not sell California residents' personal information. We do not sell the personal information of minors under 16 years of age without affirmative authorization.

4) Right to Request Deletion of Personal Information

You have a right to request the deletion of personal information that we collect or maintain about you. To submit a request to delete personal information, please use the webform on the [\[Contact Us\]](#) portion of this website or call our toll-free phone number at **1-855-436-7337**. Please specify in your request the personal information about you that you would like to have deleted, which can be all of your personal information as required by the CCPA.

We will ask that you provide certain information to verify your identity, such as a code sent to an email address we may have on file for you. If you have a password-protected account with us, we may verify your identity through our existing authentication practices for your account. The information that we ask you to provide to verify your identity will depend on your prior interactions with us and the sensitivity of the personal information at issue. Once we have verified your identity, we will ask you to confirm that you wish to have your personal information deleted. Once confirmed, we will respond to your request in accordance with the CCPA. If we deny your request, we will explain why.

5) Right to Opt-Out of the Sale of Personal Information

You have the right to opt-out of the sale of your personal information by a business. We do not, and will not, sell your personal information.

6) Right to Non-Discrimination for the Exercise of a Consumer's Privacy Rights

You may not be discriminated against because you exercise any of your rights under the CCPA in violation of Cal. Civ. Code §1798.125.

7) Authorized Agent

You can designate an authorized agent to make a request under the CCPA on your behalf if:

- The authorized agent is a natural person or a business entity registered with the Secretary of State of California; and

- You sign a written declaration that you authorize the authorized agent to act on your behalf.

If you use an authorized agent to submit a request to exercise your right to know or your right to request deletion, please have the authorized agent take the following steps in addition to the steps described in Sections 1 and 4 above:

- Mail a certified copy of your written declaration authorizing the authorized agent to act on your behalf to G3 Enterprises, Legal Department, at 600 Yosemite Blvd., Modesto, CA 95354; and
- Provide any information we request in our response to your email to verify your identity. The information that we ask you to provide to verify your identity will depend on your prior interactions with us and the sensitivity of the personal information at issue.

If you provide an authorized agent with power of attorney pursuant to Probate Code sections 4000 to 4465, it may not be necessary to perform these steps and we will respond to any request from such authorized agent in accordance with the CCPA.

VIII. How To Contact Us for More Information

If you have any questions about this Privacy Policy or our information practices, please contact us through the webform on the [\[Contact Us\]](#) page of this website, or by calling us at:

1-855-G3-ORDER or 1-855-436-7337

IX. Changes to This Privacy Policy

The effective date of this Privacy Policy is **January 1, 2020** however it may be revised from time to time for any reason. If this Privacy Policy changes, the revised policy will include a new effective date, and we will notify you of such changes by posting the revised policy on this page. Any such changes will automatically apply to all uses of our website and collection and use of your personal data by us, on or after such effective date (until such time as this Privacy Policy is subsequently revised). If you don't want us to use your personal data according to the new policy, don't submit your personal data or visit our website. Be sure to check the Privacy Policy whenever you submit personal data or use our website.

ADDITIONAL TERMS APPLYING TO THE CAREERS SECTION OF THIS WEBSITE:

Personal Information Collected and the Purposes for Which it is Used

In the Careers area of the Site, you can apply for a position at G3, its subsidiaries and affiliates. When you apply for a position through the Site, we collect personal information about you, as listed below. This information is used by G3 for human

resource purposes, and to track and verify compliance with applicable laws, agreements and policies. We may disclose personal information to our subsidiaries and affiliates. We may also disclose personal information to third parties such as recruitment consultants or promotion partners or for the purposes of verifying information that you have provided. We will also disclose your personal data to governmental authorities or other third parties, when required to by law. You can request correction of inaccuracies in the information by contacting G3 recruiting at Jayme.Haga@G3Enterprises.com.

Should you post a résumé, you will be required to provide your name, phone number and email address. The personal data collected on this portion of the Site is used for the purpose of accepting and processing applications for employment at G3, its subsidiaries or affiliates, as applicable. We will not collect or use personal data for any purpose other than that indicated in this Section.

We may collect the following personal information and/or categories of information:

Name

Address

Phone/fax number

Education and skills

Gender

Email address

Work history

Racial or ethnic origin

By providing us with your personal information, you consent to the collection, use, management and disclosure of your personal information as described in the Privacy Policy and as set forth herein.

By submitting personal information, you are agreeing that we may communicate with you via email, facsimile, telephone or other means regarding the Site, your use of it and your interest in employment with G3, its subsidiaries or affiliates, as applicable.

The effective date of this Privacy Policy is **January 1, 2020**.