

**Riverside Transportation Inc. (“Company”) – Privacy Policy**

Riverside Transportation Inc., including its subsidiary, affiliate and associated entities, (collectively, “Company” or alternately, “we” or “our”) believes that understanding what our customers (alternately, “you” or “your” or “user” or “visitor” or “subscriber” or “participant”) want for products, services and/or information is an important part of building an interesting and useful online environment and the applications designed for download and use on mobile or other digital communication devices. Company wants to contribute to providing a safe and secure environment for you, the individual, whether as a sole individual or acting on behalf of an entity, if you choose to become an interactive participant on this Site and/or a subscriber to or user of Company’s products and/or services and/or apply for employment or independent contractor opportunities.

You acknowledge because you are accessing and using this Site that you have read, understood and agreed to the terms and conditions of this Privacy Policy and expressly consent to the practices described herein below.

Company has designed its Site with this belief in mind, and has created this page so that you have easy access to information about Company’s privacy practices. At any time, however, Company may, without notice, change its privacy practice and the terms of its privacy policy. In the event Company does so, Company will post these changes here so that you will up to date on what information Company will gather, how Company might use that information and whether Company will disclose the information to anyone. Your continued use of this Site constitutes acceptance of these changes. Notwithstanding the foregoing, we are not required to provide you any notice about any changes and you waive the right to receive any notice; and, as a result, you are obligated to check this Site frequently for any changes.

**California Privacy Rights:**

California Civil Code Section 1798.83, also known as the "Shine The Light" law, permits our customers who are California residents to request and obtain from us once a year, free of charge, information about the personal information (if any) we disclosed to third parties for direct marketing purposes in the preceding calendar year. If applicable, this information would include a list of the categories of personal information that was shared and the names and addresses of all third parties with which we shared information in the immediately preceding calendar year. If you are a California resident and would like to make such a request, please submit your request in writing to:

**Riverside Transport Inc. (“Company”)**

**By Email:** \_\_\_\_\_ .com

**By Phone:** \_\_\_\_\_

**By Mail:** 5400 Kansas Ave., Kansas City, Kansas, 66106

**Reference to Topics Covered under This Privacy Policy:**

- 1) What Information does Company Collect On-Line? (a. Information We Collect).
- 2) What Sort of Information Will Company Not Collect?
- 3)"Cookies" Sent from the Site and Our Use of Them.
- 4) How Does Company Use the information It Collects? (a. How We May Use Certain Personal Information (More Specific Uses)).
- 5) How Does Company Use Email or Messages?
- 6) What Information May Company Share with Others? (a.Protecting Personal Information; b. Disclosing Personal Information (More Specific Uses)).
- 7) What Information Will Company Not Share with Others? (a. Special Attention to Children)
- 8) Choices for Your Site Interaction?
- 9) Security of Your Personal Information and Retention of Your Personal Information. (a. Links to Other Websites; b. Your Consent; c. Consent to United States (U.S.) Law; d) Changes to Privacy Policy)
- 10) How to Contact Company with Questions or Comments?

1. **What Information Does Company Collect On-Line?**

When you visit Company's Site and/or subscribe to or access and use Company's products and/or services and/or provide information for employment or independent contractor opportunities, Company asks you to provide information by filling out and submitting an online form. This information may include your name, registration name, account name, registration name, business address, home address, cell phone number, wireless email address, physical location, mailing address, Internet email address and/or any other identification for a digital device that is associated with Site user; and social security number, driver's license number, driver's record, employment history, traffic violations, criminal records (including DUI), military record, and/or other relevant employment or independent contractor information. Company asks for this information so that Company can provide to you your selected products and/or services or provide you with information or content of interest and/or employment or independent contractor opportunities. The information is stored in Company's customer file in a secure environment separate from the Site or stored by a third-party having secure servers for specifically for your sensitive personal information and data related to employment or independent contractor opportunities. You can always choose whether or not to disclose any or all of the information requested; however, certain information is required for subscribing to or using our services and/or products as recited in applicable agreements and/or employment or independent contractor opportunities.

Company may also occasionally send details about our sales, new products, new services, new partnerships, special offers, market expansion, hiring or job opportunities and promotions to the email address you provide.

Although Company, itself, uses a visitors personal data for communicating specific content of interest to the visitor as a result of that visitor's Site navigation or if Company determines that a visitor may have interests or queries that Company can clarify or answer or if Company responds to an employment information request, Company also automatically gathers certain usage information like the number and frequency of visitors to the Site or the number and type of customers that access and obtain information about Company's product and/or service offerings or apply for Company employment positions. Usage information involving multi-visitors is collected for use in the aggregate and analyzed to make improvements to Company's Sites and contents, to Company's product and service offerings or to study employment opportunities and trends. Therefore, any information in the aggregate that is analyzed does not include your individual and personal information, such as your name and email address. If the Site visitor sends an email to Company, supplies certain personal data or supplies employment data or information that is specifically directed to Company, that email, personal data or employment information shall be stored by Company solely for its own access and use in connection with responding to an email that is specific to that user or considering an employment opportunity—each of which may be subject to separate communication outside of this Site.

When users establish an account or registration on this Site, the user may provide certain information such as their email address, username, password, and other contact information. The user may further provide information in connection with their digital device account, such as a profile picture or a specific device ID. If a user is a customer that accesses and uses Company products and/or services, we may also collect that user's individual information in connection with how they use and interact with Company, and when they use their digital devices to view product or service offerings and/or purchase products or services under the relevant applicable agreements. If a user seeks an employment opportunity with Company, we may also collect that user's individual information in connection with how they use and interact with Company, and when they use their digital devices to view employment offerings under the relevant applicable agreements.

A user may further generate information associated with the user's Internet connection, browser, or computer/device; IP address or digital device ID; and with respect to the visitor's use of and interaction with accessible digital aspects such as pages, portals, platforms or features.

If a user links their social media profiles and accounts on this Site or other digital devices through social media networks (e.g., by clicking a Facebook "like" button), information may be made available to, and collected by Company, through those social media profiles and accounts. In addition, if a user elects to connect their third - party devices or third - party applications (collectively "Third Party Apps") to this Site or digital devices in order to utilize certain features, services, platforms and functionalities, we may collect information from such Third Party Apps.

If a user accesses via a mobile device this Site through an application or accesses this Site from other external devices or sources, Company applies these privacy practices to the foregoing device accesses and use.

The user acknowledges that this Site may provide access to and use of services through a separate services site, to which access is available via a link on this Site. A user shall agree to privacy guidelines, obligations and considerations described in the relevant associated agreement for the services. The user acknowledges that this Site may provide access to employment opportunities through a separate services site, to which access is available via a link on this Site. A user shall agree to privacy guidelines, obligations and considerations described in the relevant associated agreement for the employment opportunities.

a. Information We Collect:

- We collect the information you give us in order to provide you products and services of interest to you, inform you about our products and services, consider you for employment opportunities, advise you of employment opportunities, to provide you access to particular tools and service, to send you personalized emails or secured messages pertaining to your use of the Site contents or access and/or use of the services and products and to explain your product and service requests and/or to consider you for employment opportunities.
- When you access our Site, we will log your IP address in our web server logs. We also collect related information such as browser type, operating system, and Web pages visited to help manage our Site.

2. **What Sort of Information Will Company Not Collect?**

Unless you provide it, Company will not collect or know your name or email address. Company, in general, does not use tracking technology that is augmented to follow you on the Internet outside of the Site.

3. **"Cookies" Sent from the Site and Our Use of Them.**

A cookie is a small file stored on your computer by a Site to give you a unique ID. Cookies help make it easier for you to use the Site, and they help Company provide you with the information you need — when and where you need it.

A cookie generated by a Site contains no information about you. It contains only a numeric ID that, for example, allows you to retrieve your information so that you can check on the product or service to which you have access and use. Company encourages you to update your information periodically so that Company may provide you with the best possible on-line service in connection with your platform services access and use and/or interest in employment opportunities.

Company also may use web beacons (single-pixel graphic files also known as "transparent GIFs") to access cookies and to count users who visit the Site or open our HTML-formatted email messages. Another example of information that we automatically collect as you navigate the Site is information about your computer's connection to the Internet. This information allows us, among other things, to improve the delivery of our web pages to you and to measure traffic on the Site.

In keeping with Company's standard policy on customer information, Company analyzes data gathered via cookies only in aggregate, not at the individual customer level. In particular, for example, we use Cookies to analyze user activity in order to improve product and/or service offerings and our home page, to direct you to your preferences on the Site, and to generally target marketing interest in our products and/or services to post information and data of interest to our users. Company uses third-party providers (e.g., Google Analytics) to facilitate Cookie capabilities and functions on our Site but does not share any personal information about you to such third-party provider but may share information in the aggregate as described herein.

4. **How Does Company Use the Information It Collects?**

Company may use the information it collects to improve the Site, enhance Company's product and/or service offerings, bring you new product and/or service offerings, consider you or inform you of employment opportunities, and meet your needs related to your use of the Site, the Site's content and/or Company's product and/or service offerings and/or employment opportunities. As recited above, information may be used in the aggregate or personal information may be used to communicate directly with you, the visitor.

In the end, Company hopes this information will help Company tailor its communications and/or products and/or services and/or employment opportunities to your particular needs so that you receive more of what you want from Company, the Site and its contents and Company's products and/or services and/or employment opportunities and less of what you don't want. If you access and use Company's products and/or services and/or visit the Site and/or consider employment opportunities, Company will periodically supply you with information about Company's products and/or services and/or employment opportunities. If you do not wish to receive this information, please email Company at the contact below with instructions to disengage you from the receipt of such information.

a. How We May Use Certain Personal Information (More Specific Uses):

- We use personal information to deliver products/services, or to carry out the responses you have requested.

- We use the information collected to send communications to you, such as your interactive action status (e.g., agreement confirmations), information about products and services available from Company and its corporate affiliates, promotional offers, and surveys.
- We use the information to customize, analyze, and improve our products, services (including our Site), technologies, communications and relationship with you.
- We use the information to enforce our conditions under applicable agreements, Site terms and/or separate contracts (if applicable) with you.
- We use information to prevent fraud and other prohibited or illegal activities.
- We use information for interactive status actions (e.g., forwarding project reports of interest).
- We use information to communicate special offers, promotions and information about our products or services.
- We use information to send newsletters, announcements, reminders and other opportunities.
- We use information to send out product or service alerts, product or service pricing change alerts, product or service availability alerts and associated Company information.
- We use information to administer your account or registration.
- We use information to provide you access to and use of certain tools, information and services.
- We use the information to respond to your inquiries, including personalized emails.
- We use information to obtain feedback.
- We use information to statistically analyze user behavior and activity.
- We use the information to conduct research and measurement activities.
- We use the information to consider you for or inform you of employment opportunities.
- We use the information to administer your account for providing services under an associated agreement.
- We use the information to comply with legal requirements or to respond to legal process; to maintain the security of our products and services; and to protect Company's proprietary rights and interests.

#### 5. **How Does Company Use Email or Messages?**

Company will send one or more emails or messages to confirm each account, registration, employment opportunities, or project service request which you elect, and Company may occasionally use email addresses or messages for promotion of services or products, provide information in connection with employment opportunities or other items of interest to our users. If you receive an email or message from Company that you would rather not receive, please email Company at the contact below with instructions to disengage you from the receipt of such information. Please note that Company does not sell or share email addresses with other companies.

Company encourages you to [email @company.com](mailto:email@company.com) with your questions or comments. Emails that Company determines, using reasonable screening technology, are sent by bona fide users are reviewed by Company to determine if Company can address the email request.

#### 6. **What Information May Company Share with Others?**

If you provide Company with your name or email address, Company may group your information (never information about you personally) with other customers who have bought similar services and/or products or requested information regarding employment opportunities in the aggregate; and, also provide aggregate information (never information about you personally) to Company's business partners for the purposes of enhancing Company product and/or service offerings and/or employment opportunities to you.

**a. Protecting Personal Information.** We understand the importance of securing and protecting your personal information that you have provided at this Site in connection with your use of the Site and your access and use of Company products and services and/or employment opportunities as provided under relevant applicable agreements. We use a variety of security technologies and procedures to help protect your personal information from unauthorized access, use, and disclosure, including using third-party providers that specialize in collecting, processing, analyzing, storing and maintaining employment information and applications containing employment information for employment opportunities.

Your use of the Site and/or access and use of Company products and services and/or employment application submittals is considered your consent to Company's collection, use and disclosure, as provided herein, of your personal information. However, you shall also be responsible for complying with all applicable data protection and privacy laws when providing such personal data to Company via the Site or as a result of accessing and using Company's products or services or providing information requested to apply for employment opportunities with Company. You acknowledge that email may be an unsecured medium and that data encryption may not be available when transmitted via the Internet and that transmission of such personal information may not be guaranteed by Company and that such personal information may be intercepted, lost or breached before such personal information is imported into Company's system or a third-party

provider's system for processing and storage. Additionally, your personal data will always be available to you for you to review, control, edit, update or delete. You, also, can disable personal data collection capabilities such as Cookies. Company may, directly or indirectly, engage in state of the art technical methods and processes to encrypt, verify, process, collect, store, import and export and erase such personal data once imported into the Company's system, and implement physical security measures for physical data storage employing strict security measures and restrictions with respect to access and use of such personal data.

Company uses all reasonable and technical availability to adhere to the principles of the EU-U.S. and Swiss-U.S. Privacy Shield frameworks that were designed by the U.S. Department of Commerce, and the European Commission and Swiss Administration, respectively, to provide companies on both sides of the Atlantic with a mechanism to comply with data protection requirements when transferring personal data from the European Union and Switzerland to the United States in support of transatlantic commerce. Further, if your access and use of the Site and/or Company products or services and/or employment opportunities requires the provision of personal data that is subject to the EU's General Data Protection Regulation (GDPR) in effect as of May 2018, Company shall use all reasonable resources to comply with the requirements recited thereunder and applicable to such personal data. On July 12, 2016, the European Commission deemed the EU-U.S. Privacy Shield Framework adequate to enable data transfers under EU law and on January 12, 2017, the Swiss Government announced the approval of the Swiss-U.S. Privacy Shield Framework as a valid legal mechanism to comply with Swiss requirements when transferring personal data from Switzerland to the United States. The Privacy Shield program is administered by the International Trade Administration (ITA) within the U.S. Department of Commerce to facilitate the Privacy Shield framework in the U.S. and enables U.S.-based organizations to join one or both of the Privacy Shield Frameworks in order to benefit from the adequacy determinations applicable to your personal data. A method of complying with frameworks is to join either Privacy Shield Framework, a U.S.-based organization will be required to self-certify to the Department of Commerce and publicly commit to comply with the Framework's requirements. While joining the Privacy Shield is voluntary, once an eligible organization makes the public commitment to comply with the Framework's requirements, the commitment will become enforceable under U.S. law. All organizations interested in self-certifying to the EU-U.S. Privacy Shield Framework or Swiss-U.S. Privacy Shield Framework should review the requirements in their entirety. Compliance with the foregoing requires a link to: <https://www.privacyshield.gov> and the provision of relevant information and compliance with Privacy Shield requirements and remedies. Participation in the foregoing Privacy Shield is subject to the payment of fees.

In the event of a conflict between this privacy policy and the terms of any applicable agreement(s) for services and/or products and/or employment opportunities between you and Company, the terms of those agreement(s) will control.

**b. Disclosing Personal Information (Further Specific Uses):**

- We may share your personal information with corporate affiliates to carry out interactive action requests or to make our business or that of our corporate affiliates more responsive to your needs.
- We may share your personal information with business partners that help Company carry out your request or that help Company to customize, analyze and/or improve our communications or relationship with you, and then only with business partners who share Company's commitment to protecting your personal information. We may also share your information in the event of a merger, reorganization or sale of Company.
- We may disclose your personal information in connection with law enforcement, fraud prevention, or other legal action as required by law or regulation, or if Company reasonably believes it is necessary to protect Company, its customers or the public or as it relates to any user understandings in connection with this Site or any agreement with Company or to enforce any tangible or intangible property rights and interests or for any other property, health or safety reasons or threats of any person of which we become cognizant as a result of interaction with this Site, including fraud or your identity verification.
- We employ other parties to carry out certain functions or operations on our behalf, who are authorized to use the information solely for our purposes (e.g., web site developers, analyzing user data, analyzing employment information).
- We may share information with Social Networks when users interact with this Site or other digital devices (e.g., clicking the "like" button on Facebook) or Third - Party Apps.
- Except as described above, we will not disclose your personal information to other third parties unless you have provided consent.

**7. What Information will Company Not Share with Others?**

Company will not share, sell or trade email addresses, which are personal to you, and that are collected as part of a survey, with others. For privacy purposes, all information relating to our customers is stored on a highly secure server that is protected by utilizing multiple layers of authentication.

Third-party web sites, apps or other digital devices are not under our control except to the extent that you use the foregoing to access the Site. The foregoing have their own privacy notices independent of this Site and the privacy practice described herein applies only to this Site not to the applicable privacy practices attributable to the digital devices that access and use this Site.

a. Special Attention to Children:

Company takes special care to protect the safety and privacy of young people accessing and using our services and/or products and in connection with employment opportunities. Company does not specifically collect information about children and believes that children should get their parents' consent before giving out any personal information. Company encourages you to participate in and supervise your child's Internet experience. Specifically, children under age 13 will not be subject to collection or storage of information by us if we know the user to be 13 or younger and more specifically, we do not knowingly collect personal information from or solicit persons under 13 years of age. Users 14-18 must have parental permission to interact with the Site or digital devices.

**8. Choices for Your Site Interactions:**

- You may instruct Company to stop sending you certain promotional materials (e.g., email messages, newsletters) by following the opt out instructions provided in our materials; and if you selectively opt out of certain mailings without affecting your use of the Site.
- Click below to opt out of direct mail, telephone, fax, message or email communications.
- You may choose to view or edit your personal information that has been stored online by visiting the account section of the Site. For the security of your account, you will be required to sign in with your login ID and password.
- You may contact Company to determine the types of personal information that we process and to correct or update your personal information.
- Note, this Privacy Policy is specific to the United States. Privacy practices vary from country to country, and you will be responsible for knowing local country privacy requirements and compliance therewith. Company shall not be liable for privacy compliance outside the United States.

**9. Security of Your Personal Information and Retention of Your Personal Information:**

We take what we believe to be reasonable precautions and have implemented managerial and technical procedures to try to protect the security of data and information, including personal information. We take what we believe to be reasonable precautions with any third-party provider of services that manage, store, analyze and generate reports utilizing your personal information as such information is used in connection with employment opportunities and hiring, whether as an employee or independent contractor. However, we cannot guarantee against any loss, misuse, unauthorized disclosure, or alteration or destruction of data or personal information. You provide your personal information to us at your own risk. You acknowledge that: (1) there are security and privacy limitations in computer systems and on the Internet, including any type of digital communication or mobile devices, which are beyond our control; (2) the security, integrity, and privacy of any and all information and data exchanged between you and us through the Site, including personal information, cannot be guaranteed; and (3) any such information and data, including personal information, may be viewed or tampered with by a third party while such information or data is being used, transmitted, processed, or stored. Where your use of the Site includes the processing of personal data independent of any relevant related agreement terms associated with your product and/or service access and use, and/or consideration for an employment opportunity, Company shall use all reasonable efforts to securely process personal data including storage and erasure thereof. For the purposes of your use of this Site and any relevant agreement for product and/or service access and use in effect, or submission of applications for employment opportunities, you are the data exporter. Consistent with applicable industry practices and regulatory and statutory requirements for personal data handling, storage, processing and erasure, Company, at your written request, will, timely and using reasonable efforts, delete, destroy and erase all such personal data except as subsequently indicated.

We keep your personal information only as long as we need it for the purposes for which it was originally collected (or to which you have subsequently consented) or for other legitimate purposes (such as regulatory compliance), or as permitted by applicable law.

BY SUBMITTING YOUR PERSONAL INFORMATION TO US, YOU ARE CONSENTING TO THE PROCESSING OF YOUR PERSONAL INFORMATION IN THE UNITED STATES OR IN ANY OTHER COUNTRY IN THE WORLD AND TO OUR USE OF YOUR PERSONAL INFORMATION AS SET FORTH IN THIS PRIVACY POLICY. IF YOU ARE SUBMITTING PERSONAL INFORMATION OF THIRD PARTIES TO US, YOU WARRANT AND REPRESENT YOU HAVE THEIR CONSENT TO PROVIDE THEIR PERSONAL INFORMATION TO US AND WILL HOLD US HARMLESS FROM AND AGAINST CLAIMS BY SUCH INDIVIDUALS RELATING TO OUR PROCESSING AND USE OF SUCH PERSONAL INFORMATION WITHIN THE TERMS OF THIS PRIVACY POLICY. ANY LIABILITY OF COMPANY AND YOUR SOLE CLAIM FOR DAMAGES FOR ANY BREACH, CORRUPTION, LOSS, NEGLIGENCE OR ERASURE OF YOUR PERSONAL INFORMATION IS LIMITED TO ONE-HUNDRED UNITED STATES DOLLARS OR UP TO THE AMOUNTS OF THE AVAILABLE INSURANCE COVERAGE FOR THE CLAIM MADE, AND COMPANY SHALL HAVE NO FURTHER LIABILITY OR BE SUBJECT FOR ANY FURTHER CLAIMS OF DAMAGES.

a. Links to Other Websites:

We are not responsible for the practices employed by websites linked to or from our Site nor the information or content contained therein. Often links to other websites are provided solely as pointers to information on topics that may be useful to the users of this Site.

Please remember that when you use a link to go from this Site to another website, our privacy policy is no longer in effect. Your browsing and interaction on any other website, including websites which have a link on this Site, is subject to that website's own rules and policies. Please read over those rules and policies before proceeding.

b. Your Consent:

By using this Site you consent to our collection and use of your personal information as described in this privacy policy. If we change our privacy policies and procedures, we will post those changes on this Site to keep you aware of what information we collect, how we use it and under what circumstances we may disclose it.

c. Consent to United States (U.S.) Law:

Please note that your personal information will be stored and processed on our computers (or in some instances on third-party computers with which entities we have contracted with in connection with employment opportunities) in the U.S. or, at our discretion, outside of the U.S. If you access this Site or its contents from the European Union, Asia, or any other region with laws or regulations governing personal data collection, use, and disclosure that differ from U.S. laws, please be advised that through your continued use of this Site, you are transferring your personal information to the U.S. and you consent to that transfer and this Privacy Policy. Additionally, you understand that your personal information may be processed in countries (including the U.S.) where laws regarding processing personal information may be less stringent than in your country.

You and Company also agree and hereby submit to the exclusive personal jurisdiction and venue of the competent courts in the State of Kansas, or the nearest Federal Court, with respect to such matters. Company makes no representation that materials on this Site are appropriate or available for use in other locations, and accessing them from territories where their contents are illegal is prohibited. Those who choose to access this Site from other locations do so based on their own initiative and are responsible for compliance with local laws. You shall adhere to U.S. Export Administration Laws and Regulations, and to International Internet Laws, Rules and Regulations.

The Terms of Use shall serve to supplement this Privacy Policy and is incorporated herein by reference, and in the event of conflict, the terms recited in this Privacy Policy shall prevail.

d. Changes to this Privacy Policy:

We reserve the right, at any time, to add to, change, update, or modify this Privacy Policy by posting such change, update, or modification on the Site. Any such change, update, or modification will be effective immediately upon posting on this Site.

**10. How to Contact Company with Questions or Comments:**

Company is always happy to answer your questions and listen to your comments, and Company offers several options for you to contact us as recited below.

**CONTACT: Please let us know if you found the above useful with respect to your access and use of the Site. Any questions, clarifications, changes to personal information or to opt out of this Site and stop all communications from Company, or any other concerns regarding this Privacy Policy, please contact:**

**Riverside Transportation Inc. (“Company”)**

**By E-Mail: \_\_\_\_\_ .com**

**By Phone: \_\_\_\_\_**

**By Mail: 5400 Kansas Ave. Kansas City, Kansas, 66106**