

TVA Logistics Inc.

Privacy Policy

Last Updated: December 1, 2024

PRIVACY POLICY

TVA Logistics Inc (“TVA”) takes your privacy seriously. We are committed to protecting the privacy of the individuals who visit our websites and the individuals who use our services and mobile applications. We want you to know how we collect, use, share, and protect your personal information.

This Privacy Policy tells you:

1. [What personal information we collect](#)
2. [How we use that information](#)
3. [How we share that information](#)
4. [How we protect that information](#)
5. [Region-specific information for California and Canada](#)
6. [How to contact us for questions](#)
7. [Privacy Policy updates](#)

Except as described in Section 5, this Privacy Policy applies only to personal information that we collect on the websites tvalogisticsinc.com, facebook.com/tvalogisticsinc or any company reward site maintained by and utilizing Stay Metrics or TVA Logistics Inc and as they may be modified.

If you do not want us to handle your personal information as described in this Privacy Policy, please do not use the TVA Platform. Personal information is

information that could reasonably be used to identify you individually, such as your name, e-mail address, and mobile number.

If you are applying for a job or contract position at a company (“Employer”) through the TVA Logistics Inc Platform or are employed or contracted with an Employer that uses TVA Logistics Inc services, all the personal information you enter into the Sites is stored on TVA Logistics Inc database and servers and made available to the Employer. This Privacy Policy does not cover the Employer’s handling of your personal information. TVA Logistics Inc will only provide your information to an Employer at your specific direction. TVA Logistics Inc does not share your information with Employers that you do not direct us to. **Please refer to the Employer’s privacy policy or contact the Employer with any questions about the Employer’s use and disclosure of your personal information.**

If you are a customer of TVA Logistics Inc or a user of TVA Logistics Inc’s Services (“Client”), the terms governing the use of your data are governed by the Master Service Agreement with TVA Logistics Inc or the TVA Logistics Inc Xchange Terms of Service. We do not share one Client’s data with another Client – never have, never will. We do not provide your data to third parties without your direction and written authorization to do so. You can read more about our commitment to you here: <https://www.TVA Logistics.com/privacy>

The TVA Logistics Inc Platform is intended for a U.S. or Canadian audience. Any information you provide, including any personal information, will be transferred to, and processed by, a computer server located within the United States and will be handled in accordance with this Privacy Policy.

1. WHAT PERSONAL INFORMATION WE COLLECT

1. Information You Give Us

We collect personal information that you voluntarily share with us through the TVA Logistics Inc Platform. For example, we collect information from you when you fill out an application, or complete and sign forms, surveys, other documents, or training on the TVA Logistics Inc Platform.

The information that you may choose to provide includes:

- Contact information, including name, address, email address, and telephone number
- Job application information, including employment history, driver's license number, and traffic violation and accident history
- Information submitted in order to allow the Employer to run a background check or FMCSA Clearinghouse check including name, date of birth, and social security number
- Communications sent to the Employer, for example, messaging within Facebook and text messages or communications shared through Facebook Messenger
- An image of your driver's license, Social Security card, Med Card, or pictures of yourself
- Information provided on forms, documents, surveys, or driver training that you complete and/or sign via the TVA Logistics Inc Platform
- If applicable, information from the Employer about points awarded in the Employer's rewards program including the merchandise redeemed for the points awarded
- "Likes" and other expressions of interest in a company or work opportunity

2. Information We Collect Through Technology on the TVA Logistics Inc Application

We collect information through technology to enhance our ability to serve you. When you access and use the TVA Logistics Inc Platform, TVA Logistics Inc collects information about how you interact with the TVA Logistics Inc Platform. We describe below a few of the methods we use to collect information through technology.

When you visit the TVA Logistics Inc application, we collect your device identifier, browser information, and Internet Protocol (IP) address. An IP address is often associated with the portal you used to enter the Internet, like your Internet service provider (ISP), company, or association. While an IP address may reveal your ISP or geographic area, we cannot determine your identity solely based upon your IP address. However, we do not link your personal information to device identifier information, browser information, and IP addresses.

We may also collect information about how you use the TVA Logistics Inc Platform, such as the amount of time you spend using the TVA Logistics Inc Platform, how many times you use a specific feature of the TVA Logistics Inc Platform over a given time period, how often you use the TVA Logistics Inc Platform, and actions you take in the TVA Logistics Inc Platform (collectively “Platform Usage Information”). We may link your Platform Usage Information to personal information you have provided us, in which case we will treat the combined information as personal information.

Do We Use Cookies?

Yes. Cookies are small files that a website or its service provider transfers to your computer’s hard drive through your Web browser that enables the website’s or service provider’s systems to recognize your browser and capture and remember certain information. For example, after you have authenticated your identity on the TVA Logistics Inc Platform by entering your name and other identifiable information, a cookie remembers you as you move from page to page in the TVA Logistics Inc Platform. A cookie also remembers what link you clicked to come to the TVA Logistics Inc Platform.

We may hire a third-party service provider to assist us in placing cookies on the TVA Logistics Inc Platform and analyzing how users navigate the Site.

The Employer may also place cookies on the TVA Logistics Inc Platform. These cookies are independently managed by the Employer. The Employer does not share personal information collected by those cookies with TVA Logistics Inc, and that information is subject to the Employer's privacy policies. We encourage you to contact the Employer with questions about the Employer's handling of your personal information and to carefully read any privacy policy posted by the Employer.

If you prefer, you can choose to have your computer warn you each time a cookie is being sent, or you can choose to turn off cookies by adjusting your browser settings. Like most websites, if you turn your cookies off, some of the features on the Site may not function properly.

Your 'Do Not Track' Browser Setting

The Do Not Track (DNT) browser setting is a preference you can set in your browser's settings that signals to websites that you visit that you do not want to have your online activity tracked. Many websites and applications, including our Site, do not currently respond to web browser DNT signals because such signals are not yet uniform. For more information about DNT signals, please visit <http://allaboutdnt.com>.

3. Information You Provide to a Third Party

The TVA Logistics Inc Platform may include links to, and plug-ins from, websites and applications operated by third parties ("Third-Party Sites"). It is your choice to enter, or share information with, any Third-Party Site. TVA Logistics Inc does not control any Third-Party Sites and is not responsible for any information they may collect. The information collection practices of a Third-Party Site are governed by its privacy policy. We recommend that you read its privacy policy if you choose to enter or share information with a Third-Party Site.

4. Information Third Parties Provide About You

On occasion, we might receive personal information about you from a third party. For example, the Employer may share your personal information with us if you expressed interest in working for the Employer. If you submitted your name and email address to a job board containing a job posting for the Employer, the Employer might send us that information. Another example is that your Employer may share your personal information with us in enrolling you in the Employer's rewards program to redeem merchandise for points awarded by the Employer. We combine this information with the personal information we collect through the TVA Logistics Inc Platform.

5. Text (SMS) Messages

If you agree to receive text (SMS) messages from the Employer, TVA Logistics Inc may receive in real time and log those messages as a service to the Employer. In addition, if you respond to the Employer's text (SMS) messages, TVA Logistics Inc may also receive and log your text (SMS) messages in real time on behalf of the Employer. In the process, TVA Logistics Inc collects message data including the date and time of the text (SMS) message, the parties' phone numbers, and the content of the message. TVA Logistics Inc will use a service provider to assist in the capture and logging of the messages and will share the message data with the service provider.

• HOW WE USE THE PERSONAL INFORMATION WE COLLECT

We use the information we collect to serve our customers and improve your experience on the TVA Logistics Inc Platform. Some examples include:

- Assisting applicants in applying to, and interacting with, potential employers

- Assisting you and the Employer with the onboarding process by making forms, documents, surveys, and training available on the TVA Logistics Inc Platform and sharing with the Employer the information you provided on the forms, documents, surveys, and the training you've completed
- Assisting applicants in finding new potential employers and work opportunities
- Using your "likes" and other expressions of interest to show you potential employers and job or contract opportunities that may be of interest to you
- Communicating with you about your application and on behalf of the Employer, for example, through text messages and push notifications
- Allowing you to share your experiences in the industry through social networking
- Enrolling you in the Employer's rewards program to redeem merchandise from points awarded by the Employer
- Responding to questions and feedback
- Continuously evaluating and improving the online user experience
- Troubleshooting technical problems on the TVA Logistics Inc Platform
- Preventing, discovering and investigating violations of this Privacy Policy or any applicable terms of service or terms of use for the TVA Logistics Inc Platform, and investigating fraud or other matters

Data Retention

We will retain your personal information in accordance with the policies of the Employer and as required by law.

- **HOW WE SHARE THE PERSONAL INFORMATION WE COLLECT**
We do not rent, lease, or sell your personal information to third parties. The following are some of the ways we share your information:

- **The Employer:** As noted above, we share all personal information collected through the TVA Logistics Inc Platform with the Employer (the company to which are applying or onboarding through the TVA Logistics Inc Platform), including information collected through cookies.

- **Potential Employers:** We also share your “likes” and other expressions of interest with the employer in which you expressed interest.

- **At the Direction of the Employer:** We disclose your personal information at the direction of, and on behalf of, the Employer, for example, to the Employer’s background check provider. Please see the Employer’s privacy policy or contact the Employer with questions about the Employer’s sharing of your personal information.

- **Third-Party Service Providers:** We will share your personal information with third-party service providers under contract with TVA Logistics Inc to help us provide services to you. The following are some examples of the types of third-party service providers with which we share your personal information and our purpose for doing so:
 - **Reward Redemptions:** If the Employer uses the TVA Logistics Inc Platform for its rewards program, we will disclose your personal information to third-party service providers related to ordering and shipping merchandise in fulfillment of the rewards program.

- **Survey Analytics:** if an Employer uses the TVA Logistics Inc Platform for employee/contractor surveys, when the survey does not go through TVAllogisticsinc.com or Facebook, we disclose personal information to a third-party services provider related to the creating of the survey, transmitting the survey to you, and to perform data analytics regarding the responses to the survey.

- **Data Analytics:** We may retain third-party service providers to help us perform data analytics regarding your interactions with the TVA Logistics Inc Platform.

- **Legal Advice:** We may disclose your personal information to an attorney in the process of obtaining legal advice.

We require these third-party service providers, by written agreement, to provide safeguards for your personal information similar to the ones that we provide.

- **Aggregated data.** We may share aggregated data with third-parties when the data has been de-identified or otherwise anonymized in such a manner that the information would not be able to identify you.

- **Required Disclosures:** We may be required to share personal information in response to a court order, subpoena, civil discovery request, other legal process, or as otherwise required by law.

- **Legal Compliance and Protections:** We may disclose account and other personal information when we believe disclosure is necessary to comply with the law or to protect the rights, property, or safety of TVA Logistics Inc, our users, or others. This includes exchanging personal information with other companies and organizations for fraud protection and credit risk reduction.

- **Corporate Transactions:** We reserve the right to disclose and transfer your information, including your personal information:
 - To a subsequent owner, co-owner, or operator of the TVA Logistics Inc Platform or successor database

 - In connection with a corporate merger, consolidation, the sale of substantially all of our membership interests and/or assets or other corporate change, including to any prospective purchasers.

CHILDREN'S ONLINE PRIVACY PROTECTION ACT COMPLIANCE

We do not collect any information from anyone under 13 years of age. The TVA Logistics Inc Platform, products and services are all directed to people who are at least 13 years old or older. If you are under the age of 13, you are not authorized to use the TVA Logistics Inc Platform.

- **HOW WE PROTECT THE PERSONAL INFORMATION WE COLLECT**

The security and confidentiality of your personal information is important to us. We have technical, administrative, and physical security measures in place to protect your personal information from unauthorized access or disclosure and improper use. We have a comprehensive written information security program that complies with applicable law and generally accepted industry standards.

For example, we use TLS encryption to protect the data collection forms on our website. In addition, access to your personal information is restricted in our offices. Only employees who need the personal information to perform a specific job (for example, a customer service representative) are granted access to personal information. Employees with access to personal information are kept up-to-date on our security and privacy practices.

It is important for you to protect against unauthorized access to your computer and other devices you used to access the TVA Logistics Inc platform. Be sure to log out of your account or to close your browser after you have completed your visit to the TVA Logistics Inc Platform.

Please note that despite our reasonable efforts, no security measure is ever perfect or impenetrable, so we cannot guarantee the security of your personal information.

- **REGION-SPECIFIC INFORMATION**

0. INFORMATION SPECIFIC TO CALIFORNIA RESIDENTS

Assistance For The Disabled

Alternative formats of this Section 5.A are available to individuals with a disability. Please contact 815-306-0330 ext 322 or luke@tvalogistics.com for assistance.

Scope:

This Section 5.A only applies to the personal information of residents of the U.S. state of California in their capacity as consumers ("California consumers"). For example, TVA Logistics Inc might handle the personal information of California consumers when providing matching services through TVA Logistics Inc's Facebook Ad or when storing personal information at a driver's request in order to auto-fill online job application forms

"California consumer" does **NOT** include:

- Individuals in their capacity as human resources with respect to TVA Logistics Inc, e.g., employees who work at TVA Logistics Inc or applicants to jobs at TVA Logistics Inc (collectively, "HR individuals");
- Individuals in their capacity as emergency contacts, dependents, or beneficiaries of HR individuals;
- Individuals in their capacity as employees, contractors, or other agents of TVA Logistics Inc partners, service providers, or vendors; or
- Individuals whose personal information is handled by TVA Logistics Inc purely in its capacity as a service agent of its customers, for example, in the course of TVA Logistics Inc's providing an online application portal for a carrier.

This Section 5.A applies to all personal information of California consumers collected or disclosed for business purposes by TVA Logistics Inc, regardless of whether the personal information is collected or disclosed through TVA Logistics Inc’s website. As set out below, TVA Logistics Inc does not sell California consumers’ personal information.

0. How We Collect the Personal Information of California Consumers

Categories Of Personal Information Collected In The Last 12 Months	Sources of Personal Information
Identifiers , including: real name, alias, postal address, unique personal identifier, Internet Protocol address, email address, Social Security Number, driver’s license number, telephone number, date of birth for identification, and email address.	Provided directly by the California consumer, e.g., when enrolling on the TVA Logistics Platform
Categories described in Cal. Civ. Code § 1798.80(e) ((except those already listed in “Identifiers” above), including: photograph, CDL number, state, expiration date, class, and endorsements.	
Professional or employment-related information , including: driving school attendance and graduation related information, experience in operation of motor vehicles including type of equipment, name and address of previous employers, certifications or special designation / categorization pertaining to past employment.	

Categories Of Personal Information Collected In The Last 12 Months

**Sources of t
Personal In**

Preferences, including expressions of interested in a job opening, preferred hours, geographic location, whether there is a pet policy, smoking policy, and other job-related preferences.

Internet or other electronic network activity information, including: frequency of visits to the app, pages visited within the app, time on page, how the user has shared the app with other users, and other usage information

Automated t
on the websi
application

1. How We Share The Personal Information Of California Consumers

**Categories Of Personal Information
Collected In The Last 12 Months**

Categories Of Third Parties With Which We Share

	For all categories:
	<ul style="list-style-type: none"> TVA Logistics Inc may use your information for law enforcement, and other purposes related to the protection of property, or safety of users, and public at large. TVA Logistics Inc also may use your information for other purposes necessary for the business.
Identifiers	
Categories described in Cal. Civ. Code § 1798.80(e) (except those already listed in “Identifiers” above)	
Professional or employment-related information	Potential employers at the request of the user
Preferences	
Internet or other electronic network activity information	

2. Disclosure of Personal Information for a Business Purpose or a Commercial Purpose: TVA Logistics Inc discloses all the categories of Personal Information in the table above for a business purpose or a commercial purpose.

Sale of Personal Information: In the last 12 months, TVA Logistics Inc has NOT sold California consumers' personal information and TVA Logistics Inc will not sell California consumers' personal information. TVA Logistics Inc does not sell the personal information of minors under 16 years of age.

3. Your California Privacy Rights and How To Exercise Them

0. Your California Privacy Rights

- Right to Know: Subject to applicable law, California consumers have the right to submit a verifiable request to know what personal information TVA Logistics Inc collects, uses, and discloses. As noted above, TVA Logistics Inc did not sell California consumers' personal information during the last 12 months and will not do so.
- Right To Delete: Subject to applicable law, California consumers have the right to submit a verifiable request for deletion of their personal information that TVA Logistics Inc has collected or maintains.
- Right to Opt Out of Sale: California consumers have the right to opt out of the sale of their personal information. California consumers under the age of 16 must opt in to the

sale of their personal information, or their parent or guardian must opt in on their behalf. As noted above, TVA Logistics Inc did not sell California consumers' personal information during the past 12 months and will not do so.

1. How to Exercise Your Rights

TVA Logistics Inc will respond to requests in accordance with applicable law if it can verify the identity of the individual submitting the request. California consumers can exercise their rights to know and to delete in the following ways: Contact 1-815-306-0330 or HR@tvalogistics.com

2. How We Will Verify Your Request:

The processes that we follow to verify your identity when you make a request to know or a request to delete are described below.

0. Requests To Know Categories Or Purposes: If you request to categories of Personal Information collected, sources, sales, or TVA Logistics Inc's business or commercial purposes for use of your Personal Information, we will match at least two data points

that you provide with your request to know, or in response to our request for verification information, against information about you we already have in our records and that we have determined to be reliable for purposes of verifying your identity. Examples of relevant data points include your mobile phone number, your zip code, or information about your use of our products or services.

1. Requests To Know Specific Pieces Of Personal Information:

We will match at least three data points that you provide with your request to know, or in response to our request for verification information, against information that we already have about you in our records and that we have determined to be reliable for purposes of verifying your identity. In addition, we may require you to sign a declaration under penalty of perjury that you are the California consumer whose personal information is the subject of the request.

2. Requests To Delete Personal Information: Our process for verifying your identity will depend on the sensitivity (as determined by TVA Logistics Inc) of the personal information that you ask us to delete. For less sensitive personal

information, we will require a match of two data points as described in Point No. 1, above. For more sensitive personal information, we will require a match of three data points and may require a signed declaration as described in Point No. 2, above.

We have implemented the following additional procedures when verifying the identity of requestors:

0. If we cannot verify your identity based on the processes described above, we may ask you for additional verification information. If we do so, we will permanently delete the verification information that you provide promptly after we have completed the verification process. We will not use that information for any purpose other than verification.
1. If we cannot verify your identity to a sufficient level of certainty to respond to your request, we will let you know promptly and explain why we cannot verify your identity.

3. Authorized Agents

You may designate an authorized agent to exercise your right to know or your right to delete by submitting to us a completed “Authorized Agent Designation” form.

If an authorized agent submits a request to know or a request to delete on your behalf, the authorized agent must submit with the request either (a) a power of attorney that is valid under California law, or (b) a document signed by you that authorizes the authorized agent to submit the request on your behalf. In addition, we may ask you to follow the applicable process described above for verifying your identity.

4. TVA Logistics Inc’s Non-Discrimination Policy

California consumers have the right not to be subject to discriminatory treatment by TVA Logistics Inc for exercising their privacy rights under the California Consumer Privacy Act, and TVA Logistics Inc will not discriminate on that basis.

1. INFORMATION SPECIFIC TO USERS IN CANADA

You may contact us by email HR@tvalogistics.com or by telephone at 815-306-0330 to access, correct or delete your personal information. Please note that although TVA Logistics Inc can provide access or correct or delete its copy, if any, of your personal information in response to

your request, TVA Logistics Inc cannot provide access or correct or delete personal information that it maintains on behalf of the Employer. Please contact the Employer directly to request the access to or correction or deletion of the Employer's copy of your personal information.

TVA Logistics Inc's Executive Vice President of Operations manages our privacy program and can be reached at HR@tvalogistics.com

- **HAVE QUESTIONS?**

If you have any questions about this Privacy Policy, we'll do our best to answer them promptly. Here's how to contact us:

0. TVA Logistics Inc
Attn: Human Resources
13915 S. Route 30
Plainfield, IL 60544
1. Email - HR@tvalogisticsinc.com
2. Telephone Number: 815-306-0330 ext. 322

- **PRIVACY POLICY UPDATES**

If we change this Privacy Policy, we will post those changes on this page and update the Privacy Policy modification date above. If we materially change this Privacy Policy in a way that affects how we use or disclose your personal information, we will notify you by prominently posting a notice of such changes before making them and by stating the effective date of the changes.