

[Note: This website privacy policy is provided only as a sample for informational purposes and is not intended to and does not constitute legal advice. The privacy policy may not reflect your particular facts or circumstances. We recommend that you seek legal counsel when drafting your own website privacy policy.]

[Company] Privacy Policy

Last Updated: **5/17/23**

PRIVACY POLICY

D.E.H. Trucking Inc. takes your privacy seriously. 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. Your choices regarding your personal information
6. How to contact us for questions
7. Privacy Policy updates

This Privacy Policy applies only to personal information that we collect on the website(s) www.dehtrucking.com as it may be modified, relocated and/or redirected from time to time (the “Site”).

If you do not want us to handle your personal information as described in this Privacy Policy, please do not use the Site. Personal information is information that could reasonably be used to identify you individually, such as your name, e-mail address, and mobile number.

Our service provider TenStreet, Inc. assists us with the hiring and the onboarding process by hosting and providing software for the Site. All the personal information you enter into the Site is stored on Tenstreet’s database and servers and made available to D.E.H. Trucking Inc. This Privacy Policy does not cover the Tenstreet’s handling of your personal information. Please review Tenstreet’s privacy policy at <https://www.tenstreet.com/privacy-policy/> if you have questions about how Tenstreet uses and discloses your personal information.

The Site is intended for a U.S. 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 and U.S. law, which may be less stringent than the law where you reside.

1. WHAT PERSONAL INFORMATION WE COLLECT

a) Information You Give Us

We collect personal information that you voluntarily share with us through the Site. For example, we collect information from you when you fill out an application or fill in onboarding orientation forms on the Site.

The information that you may choose to provide includes

- Contact information, including name, 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 us to run a background check including name, date of birth, and social security number
- An image of your driver's license, Social Security card, Med Card, and pictures of yourself

b) Information We Collect Through Technology on the Site

We collect information through technology to enhance our ability to serve you. When you access and use the Site, D.E.H. Trucking Inc. collects information about how you interact with the Site. We describe below a few of the methods we use to collect information through technology.

When you visit the Site, 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.

We may also collect information about how you use the Site, such as the amount of time you spend using the Site, how many times you use a specific feature of the Site over a given time period, how often you use the Site, and actions you take in the Site (collectively "Site Usage Information"). We may link your Site 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 Site by entering your name and other identifiable information, a cookie remembers you as you move from page to page in the Site. A cookie also remembers what link you clicked to come to the Site.

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

Tenstreet may also place cookies on the Site. These cookies are independently managed by Tenstreet and described in Tenstreet's privacy policy located at <https://www.tenstreet.com/privacy-policy/>.

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>.

c) Information You Provide to a Third Party

The Site 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. D.E.H. Trucking 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.

2. HOW WE USE THE PERSONAL INFORMATION WE COLLECT

We use the personal information we collect through the Site to evaluate your application and to assist us with the onboarding process. Some examples include:

- Evaluating your qualifications for the position to which you applied
- Ensuring that you meet legally required standards for the position to which you applied
- Tracking your progress through the application process
- Collecting and recording your consent to our policies and notices
- Tracking your progress through the onboarding process
- Communicating with you, for example, through text messages and push notifications
- Responding to questions and feedback
- Continuously evaluating and improving the online user experience
- Preventing, discovering and investigating violations of this Privacy Policy and investigating fraud or other matters

Data Retention

We will retain your personal information until you request that we delete it as described in the “Your Choices Regarding Personal Information We Collect” section below.

3. 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:

- **Third-Party Service Providers:** We will share your personal information with third-party service providers under contract with D.E.H. Trucking 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:

- **Site Hosting Provider:** As noted above, the Site is hosted by Tenstreet.
- **Application and Onboarding Process:** We may disclose your personal information to a third party service provider for the purposes of a background check, or other application and onboarding services.
- **Data Analytics:** We may retain third-party service providers to help us perform data analytics regarding your interactions with the Site.
- **Legal Advice:** We may disclose your personal information to an attorney in the process of obtaining legal advice.
- **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 D.E.H. Trucking 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 Site 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 Site is 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 Site.

CALIFORNIA ONLINE PRIVACY PROTECTION ACT COMPLIANCE/YOUR CALIFORNIA PRIVACY RIGHTS

California residents who use the Site may request that we provide certain information regarding our disclosure of your personal information to third parties for their direct marketing purposes. You can make such a request by e-mail to t.jennings@dehtrucking.com.

4. 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.

It is important for you to protect against unauthorized access to your computer and other devices you used to access the Site. Be sure to close your browser after you have completed your visit to the Site.

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.

5. YOUR CHOICES REGARDING THE PERSONAL INFORMATION WE COLLECT

You may contact us at (662) 843-3217 to correct or delete your personal information.

6. 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: (662) 843-3217.

7. 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.