

SPLAITOR COMPANY

PRIVACY POLICY

- BEGINNING -

Please, review the information below carefully as it describes how Splaitor Company (“we”, “us”, “our”, “Splaitor”) and its affiliates and subsidiaries collect, use and disclose the information provided by you to us. This Privacy Policy applies to splaitor.com (as well as its other subdomains), tab-tv.com (as well as its other subdomains), company.splaitor.com, careers.splaitor.com, [Splaitor Intelligence](#), and [Splaitor Markets](#) (collectively the “Sites”).

By using the Sites, you agree and consent to our collection, use and disclosure practices, and other activities as described in this Privacy Policy. In case you do not agree and consent, please discontinue the use of the Sites.

If you have any questions about our privacy practices, please contact us via legal@splaitor.com. In case you are a Nevada resident, California resident, a European resident, please see the additional disclosures in the special sections of this Privacy Policy.

By accessing and using the Sites, you confirm that you have read, understood, and agree to be bound by the terms of this Policy. This Policy does not apply to the practices of companies that we do not own or control, or to individuals that we do not employ or manage.

1. Information collection

When you open the Sites, our servers automatically record information that your browser sends. This data may include information such as your device’s IP address, browser type, and version, operating system type and version, language preferences or the webpage you were visiting before you came to the Sites, pages of the Sites that you visit, the time spent on those pages, the information you search for on the Sites, access times and dates, and other statistics.

We use this information for a variety of purposes (further addressed in “Use of Your Information” below), including analyzing and enhancing our products and services, personalizing the Sites, and serving ads.

The list below discloses the information we may or other parties may automatically collect:

- **Cookies.** Cookies are tiny files that are downloaded to your computer, to improve your experience. By clicking “accept”, closing the message, or

continuing to browse the Sites, you signify that you understand and agree to the use of these technologies, as described in this [Cookie Policy](#). You can prevent these cookies from being stored however this may make some parts of the Sites functionality unavailable. You may be able to instruct your browser, by changing its options, to stop accepting cookies or to prompt you before accepting a cookie from the Sites. See our [Cookie Policy](#) for additional information.

- **Log Files.** Log information is data about your use of the Service, such as IP address, browser type, internet service provider, referring/exit pages, operating system, date/time stamps, and related data, which is stored in log files.
- **Web beacons.** This is a tiny images, also known as “Internet tags” that we may use on the Sites for our business purposes of recognizing users, assessing traffic patterns, identifying preferred content and measuring site engagement.

Information collected automatically is used only to identify potential cases of abuse and establish statistical information regarding the usage and traffic of the Sites. This statistical information is not otherwise aggregated in such a way that would identify any particular user of the system.

You can fully access and use the Sites without telling us who you are or revealing any information by which someone could identify you as a specific, identifiable individual.

However, in case you wish to use some of the features on the Sites, you may be asked to provide certain Personal Information (for example, your name and e-mail address). We receive and store any information you knowingly provide to us when you fill any online forms on the Sites.

The information we collect includes information that identifies you personally (whether alone or in combination). The categories of information we collect include the following:

- **Contact Data.** We collect your first and last name, email address or any other contact data.
- **Demographic Data.** We collect demographic information including your country.
- **Profile Data.** We collect a personal description, photograph, and other profile information you submit.
- **Content.** We collect the content of communications you send to us (such as feedback and questions to customer support).
- **Job Application Data.** We collect your educational background, employment history, writing samples, and any other information as necessary to consider your job application for open positions.

You can choose not to provide us with your Personal Information, but then you may not be able to take advantage of some of the features on the Sites. Users who are uncertain about what information is mandatory are welcome to contact us.

2. Use of Your Information

We collect and use the information for our legitimate interests, including business and commercial purposes. This include:

- Run and operate the Sites.
- Improve users experience on the Sites.
- Respond to legal requests and prevent harm.
- Protect from abuse and malicious users.
- Request user feedback.
- For our internal purposes, including but no limited to auditing, bug detection, data analysis, and research to improve advertising and our services.

Notwithstanding the above, we may use information that does not identify you (including information that has been automatically aggregated) for any purpose except as prohibited by applicable law.

Disclosure and Use of the Information

We share your information as described in this Privacy Policy. The types of entities to whom we disclose information with include the following:

- **Service Providers.** We rely on different service providers, such as web analytics services, cloud storage services, advertising serving technologies. These service providers have access to your information so that they may perform these tasks on our behalf and they are prohibited by us from using or disclosing your information for any purpose other than to provide this assistance, except to the extent required by law.
- **Clients.** We may disclose generalized information about our users to our clients but not the personal information. The information we may disclose to our clients may include but is not limited to the information about number of visitors, their actions on the Sites, their preferences, etc.
- **Compliance with Laws.** We cooperate with government and law enforcement officials to enforce and comply with the law. We must disclose your information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

- **Business Partners and Affiliates.** We may disclose generalized information to our Business Partners and Affiliates for any purpose on our discretion, including for commercial purposes.
- **Other parties** when that's needed for our business, commercial or any other purpose except as prohibited by applicable law.

3. Other Parties Privacy Policy

The Sites contain links to other parties' Websites. The fact that we link to another party's website or display advertisements does not constitute an endorsement, authorization, or representation of our affiliation with any of these other parties, nor does it represent their privacy or information security policies or practices. Any third-party sites or services have their own Privacy Policies, which may not be the same as ours.

We have no control over other parties' websites or whether they store information in the United States or other countries. These other websites may place their own cookies on your computer or another device, collect data, or solicit information from you. We strongly suggest you to read the Privacy Policies of these other parties.

4. The rights of the users

You may exercise certain rights regarding your information processed by us. In particular, you have the right to do the following:

- You have the right to withdraw consent where you have previously given your consent to the processing of your information.
- You have the right to object to the processing of your information if the processing is carried out on a legal basis other than consent.
- You have the right to learn if information is being processed by us, obtain disclosure regarding certain aspects of the processing and obtain a copy of the information undergoing processing.
- You have the right to verify the accuracy of your information and ask for it to be updated or corrected.
- You have the right, under certain circumstances, to restrict the processing of your information, in which case, we will not process your information for any purpose other than storing it.
- You have the right, under certain circumstances, to obtain the erasure of your Personal Information from us.
- You have the right to receive your information in a structured, commonly used and machine readable format and, if technically feasible, to have it transmitted to another controller without any hindrance.

This provision is applicable provided that your information is processed by automated means and that the processing is based on your consent, on a contract which you are part of or on pre-contractual obligations thereof.

5. Privacy of children

We do not knowingly collect personal information as defined by the U.S. Children’s Privacy Protection Act (“COPPA”) from children under 13.

In case you are under 13 years, please do not submit any Personal Information through the Website and Services.

We encourage parents and legal guardians to monitor their children’s Internet usage and to help enforce this Policy by instructing their children never to provide Personal Information through the Website and Services without their permission.

If you have reason to believe that a child under the age of 13 has provided Personal Information to us through the Website and Services, please contact us at legal@splaitor.com.

We also do not knowingly “sell” the personal information of minors under 16 who are California residents without their affirmative authorization.

6. Additional disclosures for Nevada residents

Nevada law (NRS 603A.340) requires each company to establish a designated request address where Nevada residents may submit requests directing the business not to sell certain kinds of personal information that was collected or would be collected about the user.

A sale under Nevada law is the exchange of personal information for monetary consideration by the business to a third party for the third party to license or sell the personal information to other third parties.

We do not sell Covered Information as defined under Nevada law.

If you are a Nevada resident and wish to submit a request relating to our compliance with Nevada law, please contact us at nevadaprivacy@splaitor.com

7. Additional disclosures for California residents

The following information applies to California residents regarding “personal information”, as defined in the California Consumer Privacy Act (“CCPA”, which provides additional rights to know, delete, and opt-out, and requires businesses collecting or disclosing personal information to provide notices and means to exercise rights.

Notice of Collection

Throughout this Policy, we discuss in detail the specific pieces of information we collect from you and other users (as described above) and discuss how we use and share such information. The CCPA requires us to provide additional information about this collection and its use.

Categories of personal information we collect, use, and disclose:

- Identifiers, such as your first and last name, email address, IP address, your device MAC address or any other device identifier that we can automatically collect.
- Demographics, such as your age or gender. This category includes data that may qualify as protected classifications under other California or federal laws.
- Commercial information, including engagement with the Sites.
- Internet activity, including your behavior and actions on the Sites.
- Geolocation data, including location enabled services such as WiFi and GPS.
- Employment and education data, including information you provide when you apply when filling freelance application or candidate application.
- Inferences, including information about your interests, preferences and favorites.

Sale of personal information

California law broadly defines “sale” in a way that may include the delivery of targeted advertising on the Sites, including allowing third parties to receive certain information, such as cookies, IP address, and/or browsing behavior. We may share the following categories of information for such advertising which may be considered a sale (as defined by California law):

- Device information and identifiers, such as IP address, and unique advertising identifiers and cookies.
- Internet or other network or device activity information, such as browsing history or app usage.
- Geolocation information, such as city; and inference data.

If you are a California resident and would like to opt-out of our use of your information for such purposes (to the extent this is considered a sale), you may do so as

outlined on the page “Do Not Sell My Data” link at the footer of the Sites and make the choice to opt-out.

California Privacy Rights

California residents can make certain requests about their personal information under the CCPA. Specifically, if you are a California resident, you may request that we:

- provide you with information about: the categories of personal information we collect, disclose or sell about you. the categories of sources of such information; the business or commercial purpose for collecting or selling your personal information; and the categories of third parties with whom we share personal information. Such information is also set forth in this Privacy Policy.
- provide access to and/or a copy of certain information we hold about you.
- delete certain information we have about you; and/or provide you with information about the financial incentives that we offer to you, if any.

The CCPA further provides you with the **right to not be discriminated against** (as provided for in applicable law) for exercising your rights under the CCPA.

If you would like information regarding your rights under applicable law or would like to exercise any of them, please email us at legal@splaitor.com. You may also make requests according to your rights by completing our [request form](#).

To protect your privacy and security, we take reasonable steps to verify your identity and requests before granting such requests, including by verifying your account information, residency, or the email address you provide. You can also designate an authorized agent to make a request on your behalf. To do so, you must provide us with written authorization or a power of attorney, signed by you, for the agent to act on your behalf. You will still need to verify your identity directly with us.

California residents, that are users of the Sites, may also request, **once per year**, that we disclose the identity of any third parties with whom we have shared personal information for the third parties’ direct marketing purposes within the previous calendar year, along with the type of personal information disclosed. Quartz does not disclose your personal information to third parties for the third parties’ direct marketing purposes unless you affirmatively agree to such disclosures.

Shine the Light

California’s “Shine the Light” law permits customers in California to request the following:

A list of the categories of personal information disclosed by us to third parties during the immediately preceding calendar year for those third parties' own direct marketing purposes.

A list of the categories of third parties to whom we disclosed such information.

To exercise a request, please write us at legal@splaitor.com and specify that you are making a "California Shine the Light Request." We may require additional information from you to allow us to verify your identity and are only required to respond to requests once during any calendar year.

8. Additional disclosures for a European Economic Area (EEA) and Switzerland residents

European data protection law makes a distinction between organizations that process personal data for their own purposes (known as "data controllers") and organizations that process personal data on behalf of other organizations (known as "data processors"). We may act as either a data controller or a data processor in respect of your personal data, depending on the circumstances.

You are entitled to the rights under Chapter III of the EU General Data Protection Regulation (GDPR) or Section 2 of the Swiss Federal Act on Data Protection with respect to the processing of your personal data, which include the right to access and rectify and to request the erasure of personal data. If you are a resident of the European Economic Area (EEA) or Switzerland, you have the right to:

- Request access to your Personal Data and rectification of inaccurate Personal Data.
- Request erasure of your Personal Data.
- Request restrictions on the processing of your Personal Data.
- Object to processing your Personal Data and/or the right to data portability (collectively, "requests").

To exercise these rights, please contact us via euprivacy@splaitor.com or fill this [request form](#) by selecting the proper field in the "I am a(n)" field.

We can only process requests from a user whose identity has been verified. To verify your identity, please provide your email address when you make a request.

If you have accepted our use of cookies and other tracking technologies, we will collect your information in accordance with this Privacy Policy based on your affirmative

informed consent, which you may withdraw at any time through the methods provided herein. If you have not accepted, then we only collect your personal data based on our legitimate interests.

Personal data we collect may be transferred to, stored, and processed in, the United States or any other country in which we or our affiliates or processors maintain facilities. We will ensure that transfers of personal data to a third country or an international organization are subject to appropriate safeguards.

9. Changes to our Privacy Policy

We reserve the right to modify this Policy or its terms relating to the Sites from time to time at our discretion and will notify you of any material changes to the way in which we treat Personal Information. In our sole discretion is to decide whether we will post a notification on the main page of the Sites.

We may also provide notice to you in other ways at our discretion, such as through the contact information you have provided.

Any updated version of this Policy will be effective immediately upon the posting of the revised policy unless otherwise specified. Your continued use of the Sites after the effective date of the revised Policy (or such other act specified at that time) will constitute your consent to those changes.

However, we will not, without your consent, use your Personal Information in a manner materially different than what was stated at the time your Personal Information was collected.

10. Acceptance of this Policy

You acknowledge that you have read this Policy and agree to all its terms and conditions. By accessing and using the Sites you agree to be bound by this Policy. If you do not agree to abide by the terms of this Policy, you may not use the Sites.

11. Contact us

General legal inquiries can be sent to legal@splaitor.com

UPDATED AS OF OCTOBER 15, 2021

- END -