

DEB CONSTRUCTION, LLC

PRIVACY POLICY

Thank you for visiting www.debconstruction.com (our "Site"). This Site is powered by DEB Construction and is made available by the company as a service to you. As used in this Privacy Policy, the terms "our," "we," or "us" refer to DEB Construction, LLC unless the context clearly provides otherwise.

We appreciate the opportunity to interact with you on the Internet and are committed to protecting and safeguarding your privacy. The purpose of this Privacy Policy is to inform you about the types of information we might collect about you when you visit our Site, how we may use that information, whether we disclose it to anyone, and the choices you have regarding our use of, and your ability to correct, that information.

I. WHAT INFORMATION WE COLLECT AND HOW WE USE IT

A. Personally Identifiable Information.

This refers to information that lets us know who you are or things specifically about you.

i. Visitors

You can browse most portions of our Site without revealing any Personally Identifiable Information. If you want to qualify as a subcontractor or apply for employment online, you will be required to provide Personally Identifiable Information (such as first and last name, address, email address, and telephone number) to be shared with us for the purpose of contacting you, including via email, to reply to your subcontractor or employment applications. In such event, we might maintain a record of your contact, including such Personally Identifiable Information, in a file specific to you. We use this information to provide better service if you contact us again.

ii. Your E-Mail Address

We may use your e-mail address to send the following types of e-mail messages to you:

- i. **Acknowledgment.** We may send you an e-mail acknowledging your employment or subcontractor qualification application.
- ii. **More Information.** We may send you e-mails requesting clarification or more information related to your employment or subcontractor qualification application.

B. Aggregate Information

This refers to information that does not, by itself, identify you as a specific individual. Such information would include without limitation the Uniform Resource Locator ("URL")

of the website that referred you to us, your Internet Protocol ("IP") address (a number automatically assigned to your computer whenever you surf the web), your operating system and browser type, and any search terms that you enter. Our web server aggregates this information in order to monitor the level of activity, evaluate its effectiveness, and improve our content in order to make your visit an easy and enjoyable experience.

We may collect, compile, store, publish, promote, report, or otherwise disclose or use any Aggregate Information, provided that such information does not personally identify you. We do not correlate any Personally Identifiable Information with the Aggregate Information that we collect. If we do correlate any Aggregate Information to you, it will be protected like any other Personally Identifiable Information under this Privacy Statement.

C. Use of Cookies

A "cookie" is a small data file transferred to your computer's hard drive that allows a website to respond to you as an individual, gathering and remembering information about your preferences in order to tailor its operation to your needs, likes, and dislikes and save you from re-entering information you have already provided. Overall, cookies are safe, as they only identify your computer to customize your web experience. Accepting a cookie does not provide us access to your computer or any Personally Identifiable Information about you, other than the information you choose to share. Other servers cannot read them, nor can they be used to deliver a virus.

Most browsers automatically accept cookies, but you can usually adjust yours (Microsoft Internet Explorer, Firefox, Chrome, etc.) to notify you of cookie placement requests, refuse certain cookies, or decline cookies completely. If you turn off cookies completely, there may be some website features that will not be available to you, and some web pages may not display properly.

To support personalized we must send a cookie to your computer's hard drive and/or use cookie-based authentication to identify you as a registered user. We do not, however, use so-called "surveillance" cookies that track your activity elsewhere on the web.

D. Use of Active-X And JAVA Applets

Active-X programs and JAVA applets are executable programs that can be transferred to your computer's hard drive to cause your computer to perform functions in connection with your visit to a website. Our Site does not transfer any Active-X programs or Java Applets to your computer's hard drive.

E. Links to Other Websites

Links to third-party websites may be provided solely for your information and convenience. If you use these links, you may leave our Site. This Privacy Statement does not cover the information practices of those websites linked to our Site, nor do we control their content or privacy policies. We suggest that you carefully review the privacy

policies of each site you visit.

F. Children's Privacy Protection

We take special care to protect the privacy needs of children and encourage parents to be an active participant in their child's online activities. Our Site and/or our Applications do not target and are not intended for children under the age of 18, and we will not knowingly collect Personally Identifiable Information from them. If we discover personal data from a child, we will eliminate that data.

II. SHARING THE INFORMATION WE COLLECT

We do not sell trade, rent, or otherwise retransmit any Personally Identifiable Information we collect online unless we have your permission. Any Personally Identifiable Information you provide to us will be stored in our databases in the United States.

A. For Other Business and/or Legal Purposes

From time to time, we may be required to provide Personally Identifiable Information in response to court order, subpoena, or government investigation. We also reserve the right to report to law enforcement agencies any activities that we in good faith believe to be unlawful. We may release Personally Identifiable Information when we believe that such release is reasonably necessary to protect the rights, property, and safety of others and ourselves.

Should DEB Construction merge with or be acquired by another business entity, or its respective assets be acquired, you should expect that we would share some or all of your Personally Identifiable Information to companies assuming the role of serving you and other users.

III. YOUR CHOICES

We will not use or share the Personally Identifiable Information collected on our Site in ways unrelated to the purpose for which you provided the information, including those described here, without providing you a choice whether to permit any such unrelated uses.

IV. ACCESSING AND UPDATING YOUR INFORMATION

We take reasonable measures to ensure that any Personally Identifiable Information we collect is accurate, current, complete, and reliable for its intended use. If you wish to update or otherwise correct Personally Identifiable Information that you have provided to us, you may contact us by using the "Contact Us" link on the Site and we will assist you.

V. SECURING YOUR INFORMATION

We acknowledge your trust and are committed to take reasonable steps to protect Personally Identifiable Information you provide online from loss, misuse, and unauthorized access. We employ physical, electronic, and managerial processes to safeguard and secure your information.

VI. CHANGES TO THIS STATEMENT

Any updates or changes to the terms of this Privacy Statement will be posted here on our Site and the date of the newest version posted below. Please check back frequently, especially before you submit any Personally Identifiable Information, to see if this Privacy Statement has changed. Any material changes to this Privacy Statement will be made conspicuous on this page. By using our Site and/or any of our Applications, you acknowledge acceptance of this Privacy Statement in effect at the time of use.

VII. CONTACT US

If you have any concerns about our use of your information or about this Privacy Statement please by using the "Contact Us" link on the Site. We will make every reasonable effort to address your concerns and remedy any problems you bring to our attention.

VIII. THE CALIFORNIA CONSUMER PRIVACY ACT (CCPA) of 2018

The CCPA provides consumers (California residents) with specific rights regarding their personal information. This section describes your CCPA rights if you are a California resident and explains how to exercise those rights.

A. Access to Specific Information and Data Portability Rights

You have the right to request that DEB Construction, LLC disclose certain information to you about our collection and use of your personal information over the past 12 months. Once we receive and confirm your verifiable consumer request (see **Exercising Access, Data Portability, and Deletion Rights**), we will disclose to you:

- The categories of information we collected about you.
 - Identifiers such as first and last name, email address, postal address, current or past job history, or other similar identifiers.
 - Characteristics of protected classifications under California or Federal law which includes ethnicity.
 - Professional or employment information when you apply for employment.
- The categories of sources for the personal information we collected about you.
 - Personal information collected comes from your application form on this web site.
- Our business or commercial purpose for collecting that personal information.
 - To fulfill the purpose for which you provided the information; to qualify as a subcontractor, or to qualify or become an employee.
- The categories of third parties with whom we share that personal information.
 - See SHARING THE INFORMATION WE COLLECT above.

- The specific pieces of personal information we collected about you (also called a data portability request).
 - Identifiers such as first and last name, email address, postal address, current or past job history, or other similar identifiers.
 - Characteristics of protected classifications under California or Federal law which includes ethnicity.
 - Professional or employment information when you apply for employment.
- If we disclosed your personal information for a business purpose, we will identify the personal information categories that each category of recipient obtained.
 - We have not disclosed any information for business purposes in the past 12 months.

B. Exercising Access, Data Portability, and Deletion Rights

To exercise the access, data portability, and deletion rights described above, please submit a verifiable consumer request to us by either:

- Calling us at (844) 674-2446
- Emailing us at privacy@debconstruction.com

Only you, or a person registered with the California Secretary of State that you authorize to act on your behalf may make a verifiable consumer request related to your personal information. You may also make a verifiable consumer request on behalf of your minor child.

You may only make a verifiable consumer request for access or data portability twice within a 12-month period. The verifiable consumer request must:

- Provide sufficient information that allows us to reasonable verify you are the person about whom we collected personal information or an authorized representative.
- Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.
- Identity verification will require submission of a copy of government issued ID that includes residence information such as a driver's license.

You have the right to request deletion of your personal information. In some cases it is not possible to delete your personal information. For example, if that information may be subject to a legal hold, to complete a transaction, to provide goods or services, or otherwise perform a contract between the business and the consumer.

We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you.

Making a verifiable consumer request does not require you to create an account with us. We will only use personal information provided in a verifiable consumer request to verify the requestor's identity or authority to make the request.

Making a verifiable consumer request does not require you to create an account with us. However, we do consider requests made through your password protected account sufficiently verified when the request relates to personal information associated with that specific account.

We will only use personal information provided in a verifiable consumer request to verify the requestor's identity or authority to make the request.

C. Non-Discrimination

We will not discriminate against you for exercising any of your CCPA rights. Unless permitted by the CCPA, we will not:

- Deny you goods or services
- Charge you different prices or rates for goods or services, including through granting discounts or other benefits, or imposing penalties.
- Provide you a different level or quality of goods or services.
- Suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.

Effective January 1st, 2020.