

Texas Trades, LLC

Effective Date: 05/01/24

This Privacy Policy (“Privacy Policy”) describes how Texas Trades LLC, and our subsidiaries and affiliates collect, use and share your personal information. It applies to the information we collect from users of our website located at <https://tx-trades.com/> and any other websites or digital properties that link to this Privacy Policy (collectively, the “**Site**”), our mobile applications (collectively, the “**Application**”), our software applications and browser extensions, our marketing communications and social media pages, and our related products and services (we refer to all these things as the “**Services**”).

1. Personal Information We Collect

Information You Provide to Us. We collect personal information when you use our Services, contact us, create an account, or interact with us for any other purpose.

We may collect the following personal information that you provide through our Services or otherwise:

Contact information such as name, email address, mailing address, phone number, professional title, and organization affiliation;

Payroll Information, such as social security numbers, I9 and W2 information.

Profile information, such as user name, account number, and password;

Communications, including information associated with your inquiries to us and any feedback you provide when you communicate with us;

Other information that you choose to provide but is not specifically listed here, which we will use as described in this Privacy Policy or as otherwise disclosed at the time of collection.

Cookies and Similar Technologies. Like many online services, we use cookies and similar technologies to facilitate some of our automatic data collection, including:

Cookies, which are text files that websites store on a visitor's device to uniquely identify the visitor's browser or to store information or settings in the browser for the purpose of helping you navigate between pages efficiently, remembering your preferences, enabling functionality, helping us understand user activity and patterns, and facilitating online advertising.

Information from Third Parties. We may receive personal information about you from other sources, such as our customers, prospects, and your previous or current employers.

We may combine such personal information with information we have already collected about you.

Information About Others. Users of the Services may have the opportunity to refer colleagues or other contacts to us and share their contact information. Please do not provide us with someone's contact information unless you have their permission to do so.

Sensitive Personal Information. Unless we specifically request it, we ask that you not provide us with any sensitive personal information (e.g., information related to racial or ethnic origin, political opinions, religion or other beliefs, health, biometrics or genetic characteristics, criminal background or trade union membership) on or through the Services, or otherwise to us.

2.How We Use Your Personal Information

We use your personal information for the following purposes and as otherwise described either in this Privacy Policy or at the time of collection.

Services Delivery. We may use your personal information:

To provide, operate, and improve the Services and our business;

To create and maintain your account;

To respond to your inquiries

To operate, personalize, and improve the Services, including for analytics purposes;

For our other business purposes, such as payroll processing and operational purposes.

Research and Development. We may use your information for research and development purposes, including to improve the Services, understand and analyze the usage trends and preferences of our users, and develop new features, functionality, and services. As part of these activities, we may create aggregated, de-identified, or other anonymous data from personal information we collect. We make personal information into anonymous data by removing information that makes the data personally identifiable to you. We may use this anonymous data and share it with third parties for our lawful business purposes, including to analyze and improve the Services and promote our business.

Marketing and Advertising. We, our business partners and our third party advertising partners may collect and use your

personal information for direct marketing and interest-based advertising purposes.

Direct marketing. We may send you Text related or other direct marketing communications as permitted by law. You may opt-out of our marketing communications as described in the “Your Choices Regarding Your Information” section below.

Compliance and Protection. We may use your personal to: comply with applicable laws, lawful requests, and legal process, such as to respond to subpoenas or requests from government authorities; maintain the safety, security, and integrity of our Services, products and services, business, databases and other technology assets; protect our, your or others’ rights, privacy, safety or property (including by making and defending legal claims); audit our internal processes for compliance with legal and contractual requirements and internal policies; enforce the terms and conditions that govern the Services; and prevent, identify, investigate and deter fraudulent, harmful, unauthorized, unethical or illegal activity, including cyberattacks and identity theft.

With Your Consent. In some cases we may specifically ask you for your consent to collect, use, or share your personal information, such as when required by law.

3.How We Share Your Personal Information

Text Us may share your information with the following parties and in the other ways that are described in this Privacy Policy:

Service Providers. With our vendors, consultants, agents, contractors, and other service providers that we use to help us operate the Services or support our business (such as payment processors, customer service providers, shipment vendors, email service providers, SMS service providers, IT, hosting, data management, marketing, analytics providers, event management services, order fulfillment, and surveys).

Third Parties Designated by You.When you use the Services, the personal information you provide will be shared with the third parties that you designate to receive it (for example, the person you are texting).

Business Transferees. Relevant participants in business transactions (or potential transactions) involving a corporate sale, merger, acquisition, reorganization, consolidation, or other transfer or disposition of all or part of our assets (including in connection with a bankruptcy or similar proceedings).

Authorities, Law Enforcement and Others. Law enforcement, government authorities, and privacy parties, as we believe necessary for the compliance and protection purpose described above, such as pursuant to a subpoena, court order, governmental inquiry, or other legal

process or as otherwise required by law, or to protect our rights or the rights of us, our users, or third parties.

Professional Advisors. Professional advisors, such as lawyers, auditors and insurers, where necessary in the course of the professional services that they render to us.

Affiliates. Our subsidiaries and affiliates, for purposes consistent with this Privacy Policy.

Our Customers. The organization you work for or that otherwise maintains and administers your account on the Services.

4. Your Choices Regarding Your Information

You have several choices regarding use of information on our Services:

Text/Email Communications. You may indicate a preference to stop receiving further marketing communications from us and may “opt-out” by following the unsubscribe instructions provided in the text/e-mail you receive or by contacting us directly (please see contact information below). Despite your indicated text/e-mail preferences, we may send you service-related communications.

Changing Your Personal Information. You may change certain elements of personal information in your Account by

logging into the Services. You may request deletion of your personal information by us by contacting us at the email address below, and at our discretion, we may use commercially reasonable efforts to honor your request; but, please note that we may be required to retain such information for legal or compliance purposes. We may also retain your information for fraud prevention or similar purposes.

Customer Contacts. Our customers control the information they collect and process when using the Services, including the contact information and message content of individuals they communicate with.

5. Security of Your Personal Information

Your security matters to us. We use a variety of security technologies and procedures designed to help protect your personal information from unauthorized access, use, or disclosure. However, no security safeguards are 100% secure and we cannot guarantee the security of your information.

6. Your California Privacy Rights

Under California Civil Code Section 1798.83, also known as the “Shine The Light” law, if you live in California and have an established business relationship with us, you may request and

obtain from us once a year, free of charge, information about the personal information (if any) we disclosed to third parties for their direct marketing purposes in the preceding calendar year. If you are a California resident and would like to make such a request, please submit your request in writing to us at the address in the “Contact” section below and include “Shine the Light Request” in the subject line. Please be aware that not all information sharing is covered by the “Shine the Light” requirements and only information on covered sharing will be included in our response.

7.Changes to This Privacy Policy

We reserve the right to modify this Privacy Policy at any time. We encourage you to periodically review this page for the latest information on our privacy practices. If we make material changes to this Privacy Policy, we will notify you by email or another manner through the Services that we believe is reasonably likely to reach you.

Any modifications to this Privacy Policy will be effective upon our posting of the new terms and/or upon implementation of the new changes in the Services (or as otherwise indicated at the time of posting). In all cases, your continued use of the Services

after the posting of any updated Privacy Policy indicates your acceptance of the update.

8.Contact

If you have questions, comments, or concerns about this Privacy Policy, please contact us:

Texas Trades, LLC

Attn: Eric Petree

905 Heather Dr, Suite 100

Eules, TX 76040