

Privacy

Effective April 2016

FlexShift Technologies, Inc. has created this privacy statement ("Statement") in order to demonstrate our commitment to customer privacy. Privacy on the <http://www.flexshift.com> web site (the "Site") is of great importance to us. Because we gather important information from our visitors and customers, we have established this Statement as a means to communicate our information gathering and dissemination practices. We reserve the right to change this Statement and will provide notification of the change at least thirty (30) business days prior to the change taking effect.

Collected Information:

We require customers who register to use the services offered on our Site (collectively, the "Service") to give us contact information, such as their name, company name, address, phone number, and e-mail address, and financial qualification and billing information, such as billing name and address, credit card number, and the number of users within the organization that will be using the Service. At the time you express interest in attaining additional information, or when you register for the Service, we may also ask for additional personal information, such as title, department name, fax number, or additional company information, such as annual revenues, number of employees, or industry. Customers can opt out of providing this additional information by not entering it when asked.

FlexShift uses the information that we collect to set up the Service for individuals and their organizations. We may also use the information to contact customers to further discuss customer interest in our company, the Service that we provide, and to send information regarding our company or partners, such as promotions and events. Customers are invited to receive an email newsletter by providing an email address. Customer email addresses and any personal customer information will not be distributed or shared with third parties. Customers can opt out of being contacted by us, or receiving such information from us, at any time by sending an email to privacy@flexshift.com. Separately, customers are also asked to provide an email address when registering for the Service, in order to receive a username and password. We may also email information regarding updates to the Service or company, and will send a Customer Newsletter. Again, email will not be distributed or shared and customers can opt out of receiving any communication by emailing privacy@flexshift.com at the time it is distributed, or at the time any customer registers for the Service.

Except as we explicitly state at the time we request information, or as provided for in the FlexShift Terms & Conditions Agreement, we do not disclose to third parties the information provided. All financial and billing information that we collect through the Site is used solely to check the qualifications of prospective customers and to bill for the Service. This billing information is not used by FlexShift for marketing or promotional purposes. FlexShift uses a third-party intermediary to manage the credit card processing. This intermediary is solely a link in the distribution chain, and is not permitted to store, retain, or use the information provided, except for the sole purpose of credit card processing. Other third parties, such as content providers, may provide content on the web Site but they are not permitted to collect any information nor does FlexShift share user information with these parties.

FlexShift may also collect certain information from visitors to and customers of the Site, such as Internet addresses. This information is logged to help diagnose technical problems, and to administer our Site in order to constantly improve the quality of the Service. We may also track and analyze non-identifying and aggregate usage and volume statistical

information from our visitors and customers and provide such information to third parties.

Cookies[\(top\)](#):

When you interact with the FlexShift Website we strive to make that experience easy and meaningful. When you come to our Web site, our Web server sends a cookie to your computer. Cookies are files that Web browsers place on a computer's hard drive and are used to tell us whether customers and visitors have visited the Site previously. FlexShift uses session cookies containing encrypted information to allow the system to uniquely identify you while you are logged in. This information allows FlexShift to process your online transactions and requests. Session cookies help us make sure you are who you say you are after you've logged in and are required in order to use the

FlexShift application. FlexShift uses persistent cookies that only FlexShift can read and use, to identify the fact that you are a FlexShift customer or prior FlexShift Website visitor (whatever the case may be). We are especially careful about the security and confidentiality of the information stored in persistent cookies. For example, we do not store account numbers or passwords in persistent cookies. Users who disable their Web browsers' ability to accept cookies will be able to browse our Website but may not be able to successfully use our Service.

Opt-Out Policy[\(top\)](#):

FlexShift offers its visitors and customers a means to choose how we may use information provided. If, at any time after registering for information or ordering the Service, you change your mind about receiving information from us or about sharing your information with third parties, send us a request specifying your new choice. Simply send your request to optout@flexshift.com

Correcting & Updating Your Information [\(top\)](#):

If customers need to update or change registration information they may do so by editing the user or organization record. To update a User Profile, log on to FlexShift.net and select Users to add or update information. To update billing information please log on to FlexShift or call 651.707.3985. To discontinue the Service and to have data returned, email optout@flexshift.com or call 651.707.3985. FlexShift will respond to your correction or update request within at most 5 business days from the date of your request.

Additional Information [\(top\)](#):

Questions regarding this Statement or the practices of this Site should be directed to FlexShift's Security Administrator by e-mailing such questions to security@flexshift.com or by regular mail addressed to:

FlexShift Technologies, Inc.
4408 176th LN NE
Andover, MN 55304

Security Statement [\(top\)](#)

FlexShift, Inc. utilizes some of the most advanced technology for Internet security available today. When you access our site using Firefox, Internet Explorer, Chrome or any browser, or Secure Socket Layer (SSL) technology protects your information using both server authentication and data encryption, ensuring that your data is safe, secure, and available only to registered Users in your organization. FlexShift maintains vendor neutrality stance. Your data will be completely inaccessible to your competitors.

Our Site has security measures in place to help protect against the loss, misuse, and alteration of the Data under our control. When our Site is accessed using Netscape Navigator, or Mozilla Firefox 1.5 or Microsoft Internet Explorer versions 5.5 or higher, Secure Socket Layer (SSL) technology protects information using both server authentication and data encryption to help ensure that Data is safe, secure, and available only to you. FlexShift also implements an advanced security method based on dynamic data and encoded session identifications, and hosts the Site in a secure server environment that uses a firewall and other advanced technology to prevent interference or access from outside intruders. Finally, FlexShift provides unique user names and passwords that must be entered each time a customer logs on. These safeguards help prevent unauthorized access, maintain data accuracy, and ensure the appropriate use of Data.

FlexShift provides each User in your organization with a unique user name and password that must be entered each time a User logs on. FlexShift issues a session "cookie" only to record encrypted authentication information for the duration of a specific session. The session "cookie" does not include either the username or password of the user. FlexShift does not use "cookies" to store other confidential user and session information, but instead implements more advanced security methods based on dynamic data and encoded session IDs.

In addition, FlexShift is hosted in a secure server environment that uses a firewall and other advanced technology to prevent interference or access from outside intruders.