



Privacy Policy

PimpMyCompany is committed to doing business with the highest ethical standards and appropriate internal controls. Our Privacy Policy applies to all users of PimpMyCompany websites (including subdomains) and services, such as, but not limited to, pimpmy.social (depending on your use, the “Site”). As reference, and depending on the PimpMyCompany’s service you are using, the according Terms of Service (the “Terms”) is available on the corresponding website. All defined terms in the Privacy Policy shall have the same meaning as defined in the Terms. PimpMyCompany adheres to the following policies with regards to Your privacy.

1. Information Collected

When You enter the Site, We automatically collect information such as Your browser type and IP address. To offer You meaningful products and services and for the reasons set forth in this policy, We collect information about you, including Personally Identifiable Information, from the following sources:

- Information We Collect Directly from You: The type of information that we collect directly from you varies based on your interaction with our Site and our Services. We collect information directly from You when you complete an application or other forms on the Site and/or Software. We also collect information that you send us via any medium, including, but not limited to email, telephone, and social media interaction; or
- Information We Collect Automatically: If You use a mobile device platform to access the Services or communicate with PimpMyCompany, information transmitted from Your mobile device; or
- Information We Purchase: Information purchased from third parties.

A. Registration

PimpMyCompany may request information from you during the registration process including, but not limited to: name, email address, company name and address, phone number, payment information, and/or social media profile information and authorization. PimpMyCompany may request other information from You during or after the registration process that PimpMyCompany uses to provide better and more customized services to Users. You acknowledge that this information is personal to You, and by creating an account on the Site, You may allow others, including PimpMyCompany, to identify You and to allow PimpMyCompany to use Your information in accordance with the Terms.

B. Customer Service

We collect information when You interact with PimpMyCompany’s customer service in order to accurately categorize and respond to customer inquiries and investigate breaches of Our terms.



C. Using Third Party Services and Visiting Third Party Sites

Information You provide to third-party sites/websites through the Service are not within the control of PimpMyCompany and You provide such information at Your own risk. The terms and conditions of use and the privacy policies of those websites that You provide information to through the Service will govern their use of such information. Any information You share with a third-party site through the Service will be collected by PimpMyCompany. PimpMyCompany will use such information in compliance with this Privacy Policy.

D. Information Collected Automatically

Use of Cookies. The Site may send a cookie to Your computer. Cookies allow us to recognize You as a user when You return to the PimpMyCompany website using the same computer and web browser and to monitor how you use the Site. We use cookies to identify which areas of Our site You have visited, so the next time You visit the site, those pages may be readily accessible. We also may use this information to better personalize the content that You see on the Site. We also use cookies to automatically capture activity on the Site, such as where You click, how You scroll through the Site, or what fields you enter text into (without seeing the actual text you enter). Most browser software can be set to reject Cookies. However, if You reject Our Cookies, certain functionality on the Site may not work correctly or at all.

We may allow authorized third parties to place or recognize a unique cookie on Your browser. PimpMyCompany does not store unencrypted personally identifiable information in the cookies.

If You send us notice that you object to our use of cookies, a “disagree” cookie will be stored in your browser and PimpMyCompany will not collect any session data. You can object to the collection and analysis of this anonymous data by emailing Your request to opt out to privacy@pimpmy.social.

E. Log files, IP Addresses and information about Your computer and mobile device

Due to the communications standards on the internet, when You visit the Site We automatically receive the URL of the site from which You came and the site to which You are going when You leave PimpMyCompany’s Site. PimpMyCompany also receives the internet protocol (“IP”) address of Your computer (or the proxy server You use to access the World Wide Web), Your computer operating system and type of web browser You are using, email patterns, Your mobile device (including Your UDID or Vendor Identification) and mobile operating system (if You are accessing the Site using a mobile device), as well as the name of Your ISP or Your mobile carrier. PimpMyCompany may also receive location data passed to it from third-party services or GPS-enabled devices that You have enabled. Also, as described above in Section 1.D. PimpMyCompany receives information when You access third-party web pages through the Service. The link between Your IP address and Your personally identifiable information is not shared with third parties without Your permission, except as described in Section 8. ("When We May Disclose Your Information"), below.



2. Do-Not-Track

Currently, our systems do not recognize browser “do-not-track” requests. You may, however, disable certain tracking as discussed in this Privacy Policy.

3. Exemptions from Privacy Policy

Our Privacy Policy does not apply to any information You may send to PimpMyCompany by email or instant messaging programs (i.e. AOL, Yahoo, etc.), as email and instant messages are not recognized as secure communication forms. As such, We request that You do not send any information, which You consider private, to us by email or instant message. Furthermore, Our Privacy Policy does not apply to any information You post from Our Software to other websites (i.e. Twitter, Facebook, etc.), due to the public nature of such postings.

4. Use of Personally Identifiable Information

PimpMyCompany uses and/or intends to use Personally Identifiable Information to:

- Operate and improve the Site;
- Provide Users with the Service and other products and services that a User may request or that a User has expressed interest in;
- Facilitate subscription processing, reviews and analysis;
- Evaluate User interest and needs in order to improve the Service and make available other offers, products or services;
- Evaluate the types of offers, products or services We make available to Users and potential Users;
- Track use of the Services;
- Provide customer support;
- Communicate and provide additional information that may be of interest to Users through email or other means, such as special offers, announcements, and marketing materials;
- Send You reminders, technical notices, updates, security alerts and support and administrative messages, service bulletins, or marketing;
- Provide advertisements to You through email messages; and
- Manage Our everyday business needs such as Site administration, forum management, fulfilment, analytics, fraud prevention, enforcement of Our corporate reporting obligations, Terms of Use or to comply with the law.

5. Links/Postings to Other Sites

The Site and/or Software may contain links to other websites. PimpMyCompany is not responsible for the actions, practices, or content of such websites linked to or from the Site and/or Software. You understand that such websites may have their own legal documents to which You must agree to prior to using and that We have no control over these legal



documents. As always, You understand that it is Your responsibility to verify Your legal use of a website as well as use of information from the website with the corresponding website owner

6. Market Research

PimpMyCompany may conduct online research surveys in order to gather feedback about the Site and opinions on important issues, for instance, through email invitations. When participating in a survey, We may ask You to submit Personally Identifiable Information. This Personally Identifiable Information is used for research purposes, and is not used for sales solicitations. Personally Identifiable Information collected through market research will be used only by PimpMyCompany and will not be given or sold to a third party without Your consent or as otherwise permitted by this Privacy Policy.

7. Use of Aggregate Data

PimpMyCompany may combine information You provide through the Site with information from other users to create aggregate data that may be disclosed to third parties. Aggregate information does not contain Your personal contact information.

8. When We May Disclose Your Information

We do not share Personally Identifiable Information with third parties for their own marketing purposes. We may disclose your information, including Personally Identifiable Information, for the following purposes:

- A. We may share Personally Identifiable Information with Our contractors and service providers that perform services on Our behalf, including, but not limited to, operation of the Site technology, marketing services, and other related services. Access to Your Personally Identifiable Information by such contractors and service providers is limited to the information reasonably necessary for the contractor to perform its limited function for PimpMyCompany. We also contractually require that such contractors and service providers: 1) protect the privacy of Your Personally Identifiable Information consistent with this Privacy Policy, and 2) not use or disclose Your Personally Identifiable Information for any purpose other than providing us with products and services as required by law.
- B. We may share Personally Identifiable Information We collect, as permitted by law, with companies such as credit reporting agencies, or servicing and processing companies, or when required or advised to do so in response to a valid legal requirement to release this information such as a state or federal law, regulation, search warrant, subpoena, or court order; or (2) in special cases, such as in response to a physical threat to You or others, to protect property, or defend or assert legal rights, to defend ourselves in litigation. In the event that We are legally compelled to disclose Your Personally Identifiable information to a third party, We will attempt to notify You unless doing so would violate the law or court order.



- C. Finally, PimpMyCompany may provide content and services to You through websites other than Our own. PimpMyCompany will not disclose Your Personally Identifiable Information to these 3rd party websites without Your consent, but You should be aware that any information You disclose on such sites is NOT subject to this Privacy Policy.

If you request that we do not share Your personal data with a third-party, that request may result in your inability to use some or all of a PimpMyCompany service. If Your access to the Service is terminated based upon Your request that We do not share Your personal data with a third-party and that requests results in Your inability to use some or all of the Service, Your resulting inability to use the Service shall not be a basis for a refund or to avoid charges for the Service that You previously agreed to.

9. Access, Correction and Deletion of Personally Identifiable Data

You may request access to a report of the Personally Identifiable Information we maintain concerning Your use of the Service and you may request that the Personally Identifiable Information that we have collected and maintain be corrected or deleted. In order to make this request, please contact us at support@pimpmy.social. Please be aware that if you request that we delete Your Personally Identifiable Information, You may no longer have access to the Service. If Your access to the Service is terminated based upon Your request that We delete Your Personally Identifiable Information, please be advised that Your resulting inability to use the Service shall not be a basis for a refund or to avoid charges for the Service that You previously agreed to.

10. Security Policy & User ID/Password

Our site utilizes various information security measures such as encrypted data transmission and operating procedures that are designed to protect Your personal data, accounts, passwords, etc. You should protect Your user ID and password and NOT share it with anyone. If You believe Your user ID and password have been compromised and You have trouble changing your user ID/password on the Site or within the application, please contact Our technical support department (support@pimpmy.social).

11. CAN-SPAM Compliance Notice

We may send periodic promotional or informational emails to you. You may opt-out of such communications by following the opt-out instructions contained in the e-mail. Please note that it may take up to 10 business days for us to process opt-out requests. If you opt-out of receiving emails about recommendations or other information we think may interest you, we may still send you e-mails about your account or any Services you have requested or received from us.

12. Transfer of Ownership

If we are acquired by or merged with another company, if substantially all of our assets are transferred to another company, or as part of a bankruptcy proceeding, we may transfer the



information we have collected from you to the other company. In any such transfer of information, Your user information would remain subject to the promises of Our then current Privacy Policy.

13. Notice to Residents of Countries outside of the United States of America

PimpMyCompany is headquartered in the United States of America. Personally Identifiable Information may be accessed by us or transferred to us in the United States or to Our affiliates, business partners, merchants, or service providers elsewhere in the world. By providing us with Personally Identifiable Information, You consent to this transfer in compliance with applicable law (in the case of data transfers from the EEA or Switzerland, these data transfers are covered under the Privacy Shield Framework or the Safe Harbor Framework). We will protect the privacy and security of Personally Identifiable Information according to Our Privacy Policy, regardless of where it is processed or stored. See below for additional information about our participation in the Privacy Shield and Safe Harbor programs.

14. California Privacy Rights

Pursuant to Section 1798.83 of the California Civil Code, residents of California can obtain certain information about the types of Personally Identifiable Information that companies with whom they have an established business relationship have shared with third parties for direct marketing purposes during the preceding calendar year. In particular, the law provides that companies must inform consumers about the categories of Personally Identifiable Information that have been shared with third parties, the names and addresses of those third parties, and examples of the types of services or products marketed by those third parties. To request a copy of the information disclosure provided by PimpMyCompany pursuant to Section 1798.83 of the California Civil Code, please contact us via email to support@pimpmy.social.

15. US - Switzerland Safe Harbor

To the extent required by applicable statute related to your use of the Site and/or the Services, We comply with the US-Swiss Safe Harbor Framework as set forth by the US Department of Commerce regarding the collection, use, and retention of Personally Identifiable Information from Switzerland. We have certified that we adhere to the Safe Harbor Privacy Principles of notice, choice, onward transfer, security, data integrity, access, and enforcement. To learn more about the Safe Harbor program, and to view Our certification page, please visit www.export.gov/safeharbor.



16. BBB EU Safe Harbor Program: Privacy Complaints by Swiss Citizens

To the extent required by applicable statute related to your use of the Site and/or the Services, in compliance with the US-Swiss Safe Harbor Principles, PimpMyCompany, Inc. commits to resolve complaints about Your privacy and Our collection or use of Your Personally Identifiable Information. Swiss citizens with inquiries or complaints regarding this privacy policy should first contact Us at support@pimpmy.social.

To the extent required by applicable statute related to your use of the Site and/or the Services, We have further committed to refer unresolved privacy complaints under the US-Swiss Safe Harbor Principles to an independent dispute resolution mechanism, the BBB EU SAFE HARBOR, operated by the Council of Better Business Bureaus. If you do not receive timely acknowledgment of your complaint, or if your complaint is not satisfactorily addressed by PimpMyCompany, Inc., please visit the BBB EU SAFE HARBOR web site at www.bbb.org/us/safe-harbor-complaints for more information and to file a complaint.

17. EU - US Privacy Shield

PimpMyCompany has self-certified to the US – EU Privacy Shield Framework as set forth by the United States Department of Commerce regarding the collection, use, and retention of Personally Identifiable Information obtained from European Union member countries. PimpMyCompany has certified that its processing of Personally Identifiable Information from EU member countries and the European Economic Area is in accordance with the Privacy Shield Principles of Notice, Choice, Accountability for Onward Transfer, Security, Data Integrity and Purpose Limitation, Access, and Recourse, Enforcement and Liability (the “Principles”). You may view our certification at <https://www.privacyshield.gov/list>. PimpMyCompany is subject to the investigatory and enforcement authority of the Federal Trade Commission.

Information We Process. We collect, in accordance with the Privacy Shield principles, the categories of information described in Section 1 (Information Collected) above. We process this information for the purposes described in Sections 4 (Use of Personally Identifiable Information), 6 (Market Research) and 7 (Use of Aggregate Data).

Accessing Personally Identifiable Information. The Privacy Shield Principles provide individuals located in the EU whose Personally Identifiable Information we process with the right to access their Personally Identifiable Information in order to review, correct, amend or delete information processed under the Principles. EU individuals that are Sprout customers who would like to access their Personally Identifiable Information may contact us at support@pimpmy.social. If your Personally Identifiable Information was provided to PimpMyCompany by one of our customers (where PimpMyCompany serves as a data processor), you should contact our customer directly to access your information.



Transfers to Third Parties. As described in Section 8 (When We May Disclose Your Information) above, we transfer Personally Identifiable Information from the EU to our third party data processors. We contractually require third parties to which we transfer Personally Identifiable Information to provide the same level of protections as the Principles. PimpMyCompany remains responsible for the Personally Identifiable Information we receive and transfer under Privacy Shield.

In accordance with our legal obligations, we also may transfer, subject to a lawful request, Personally Identifiable Information to public authorities in the US or the EU for law enforcement or national security purposes.

Contacting Us, Complaints and Dispute Resolution. EU individuals who have questions or complaints about how we process their Personally Identifiable Information may contact us at support@pimpmy.social. We will work to resolve your issue and will respond within 45 days of receipt.

PimpMyCompany has further committed to refer unresolved privacy complaints under the EU-US Privacy Shield Principles to BBB EU PRIVACY SHIELD, a non-profit alternative dispute resolution provider located in the United States and operated by the Council of Better Business Bureaus. If you do not receive timely acknowledgement of your complaint, or if your complaint is not satisfactorily addressed, please visit www.bbb.org/EU-privacy-shield/for-eu-consumers/ for more information and to file a complaint.

Individuals may also submit complaints through their local Data Protection Authority (DPA). We will work with the Department of Commerce to resolve any complaints forwarded by a DPA. Finally, if we are unable to resolve any complaints through any of the above methods, an EU individual may invoke binding arbitration in accordance with the Privacy Shield Framework.

18. Privacy Complaints in Brazil

In circumstances in which Brazil law is controlling, We commit to resolve complaints about Your privacy and Our collection or use of Your Personally Identifiable Information. We have further committed to refer unresolved privacy complaints to an independent dispute resolution mechanism.

19. Information and Other Rights, Contact

Upon written request, We would be happy to provide You with information as to whether – and if so, which – personal data We store in relation to You. Should Your personal data be incorrect, You may have this rectified immediately. Any such information or modification is free of charge.



Moreover, You are entitled to revoke Your consent to use of data in the future, in whole or in part. Should You desire this, We will delete or block your relevant data; however, doing so may result in Your inability to use the Service in whole or in part.

In order to assert such rights, please contact PimpMyCompany at privacy@pimpmy.social.

20. PimpMyCompany's Access to Your Account

You agree that PimpMyCompany can access Your account information in order to respond to Your service requests and/or as necessary, in Our sole discretion, to provide You with the Services.

21. Your Acceptance of This Privacy Policy

This is Our entire Privacy Policy and it supersedes any earlier version. You agree to it every time You use the Site and/or Software.

If We make any material changes to this Privacy Policy, We will notify You by email or by posting a prominent notice on the Site prior to the change becoming effective. We encourage You to periodically review this page/document for the latest information on Our privacy practices. Your continued use of the Site or Service constitutes Your agreement to be bound by such changes to this Policy. Your only remedy, if You do not accept the terms of this Policy, is to discontinue use of the Site and Service.

22. Questions About This Privacy Policy

Should You have a privacy question about the Site and/or Software, please email Our customer service department (support@pimpmy.social).

Effective: September 22, 2016