

## MONDAYMONDAYNETWORK.COM PRIVACY POLICY

### **1.1 General.**

(a) This Privacy Policy describes the policies and procedures of Monday Monday Network, LLC, ("We", "Our" or "Us") on the collection, use and disclosure of your information on this website, [www.MondayMondayNetwork.com](http://www.MondayMondayNetwork.com) (the "Site"), mobile application and any of our services, features, content, applications or sites we offer (collectively with the Site, the "Services"). We take your privacy very seriously and are committed to being transparent with how we use your information. We receive information about you from various sources, including:

(i) if you register for the Site and the Services, through your user account on the Services (your "Account");

(ii) your use of the Services generally; and

(iii) from third party websites and services. This Privacy Policy also incorporates the terms contained in the Terms of Use found at <http://www.MondayMondayNetwork.com/terms/>.

(b) We may amend this Privacy Policy from time to time. Use of information we collect now is subject to the Privacy Policy in effect at the time such information is used. If we make changes in the way we collect or use information, we will notify you by posting an announcement on the Services or sending you an email. A user is bound by any changes to the Privacy Policy when he or she uses the Services after such changes have been first posted. We encourage you to periodically review this page for the latest information on our privacy practices.

### **1.2 Scope.**

(a) This Privacy Policy covers the treatment of personally identifiable information ("Personal Information", "PII"), Non-Personally Identifiable Information ("Non-PII"), and other information described in this policy, gathered when you are using or accessing the Services. This Privacy Policy also covers our treatment of any Personal Information that our business partners share with us or that we share with our business partners. This Privacy Policy also covers the notice to you and choices we offer, including how to access and update information.

(b) This Privacy Policy does not apply to the practices of third parties that we do not own or control, including but not limited to any third party websites, services and applications, such as Facebook ("Third Party

Services") that you elect to access through the Service or to individuals that we do not manage or employ. While we attempt to facilitate access only to those Third Party Services that share our respect for your privacy, we cannot take responsibility for the content, privacy policies, or practices of those Third Party Services. We encourage you to carefully review the privacy policies of any Third Party Services you access.

### **1.3 Consent.**

By using our website, mobile application and services you are consenting to, including but not limited to, our collection, transfer, manipulation, storage, disclosure, readings and other uses of your personal data described in this Privacy Policy. By using this site, you represent that you are at least the age of majority in your state or province of residence, or that you are the age of majority in your state or province of residence and you have given us your consent to allow any of your minor dependents to use this site. If you have any questions about this Privacy Policy or would like to know more about what information we collect and store, please contact us at: [privacy@MondayMondayNetwork.com](mailto:privacy@MondayMondayNetwork.com).

### **1.4 TRUSTe and Safe Harbor.**

(a) For users located in the EU and the US: Monday Monday Network, LLC complies with the U.S. & E.U. Safe Harbor framework and the U.S. - Swiss Safe Harbor framework as set forth by the U.S. Department of Commerce as set forth by the U.S. Department of Commerce at <http://export.gov/safeharbor/>. The framework is regarding the collection, use, and retention of personal data from European Union member countries and Switzerland. Monday Monday Network has certified that it adheres 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 Monday Monday Network's certification, please visit <http://www.export.gov/safeharbor/>. Unresolved privacy actions or complaints under either of the Safe Harbors will be referred to the American Arbitration Association as an independent dispute resolution mechanism. For questions or complaints related to the collection, retention, or use of data under either of the Safe Harbor Frameworks, please email [privacy@MondayMondayNetwork.com](mailto:privacy@MondayMondayNetwork.com).

## **2.1 Information We Collect.**

The information we gather enables us to personalize, improve and continue to operate the Services. In connection with certain aspects of the Services, we may request, collect, use, share, and/or display some of your Personal Information. We collect information in two ways:

- (a) **Information you give us or information provided through a social network.** For example, some of our services require you to sign up for an account, provide information for a contest or award, or link an account through a social network. Examples of the information we collect may include email, name or phone number. We work with social networks including, but not limited to Facebook, Twitter, Google Plus, and LinkedIn. We have access to information you directly provide and information through those social networking services based on your privacy settings on those networks. We may disclose your personal information to Facebook Inc in order to fulfill the Services. You can review Facebook's Terms of Service here <https://www.facebook.com/ads/manage/customaudiences/tos.php>
- (b) **Information we get from your use of our services.** We may collect usage information when you visit different parts of our site or use our applications. We may also automatically collect certain technical information such as device-specific information (such as your hardware model, operating system version, unique device identifiers, and mobile information if you use a mobile device to access the site). We collect the following types of information from our Users.

## **1.5 Account Information.**

(a) When you create an Account, you will provide information, such as your username, password and email address. You acknowledge that this information may be personal to you, and by creating an Account on the Services and providing Personal Information to us, you allow others, including us, to identify you. Notwithstanding the above, if you access the Services through email credentials, we may automatically collect certain information, such as your name, picture, and email address.

(b) You can log in to our site using such sign-in services such as but not limited to: Facebook , Google, LinkedIn, and Twitter. These services will authenticate your identity and provide you the option to share certain personal information with us such as your name and email address to pre-populate your profile. Services like Facebook Connect give you the option to post information about what you are reading on this Web site to your profile page to share with others within your network. If you access the

Services through Facebook credentials, we may automatically collect

certain information, such as your name, picture, and email address. We will use all information available through Facebook in accordance with Facebook's policies and your preferences selected through Facebook. We may use your contact information to send you information about our Services, when we feel such information is important. You may unsubscribe from these messages through your Account settings, although we reserve the right to contact you even if you unsubscribe when we believe it is necessary, such as for Account recovery purposes.

(c) If you are a registered user, you can access information associated with your Account by logging into the Services. You have the right to remove your personal information from our databases. To do this, please delete your Monday Monday Network account. If you terminate your Account, any information you provided will no longer be accessible via your Account. Please note that we will need to verify that you have the authority to delete the Account, and activity generated prior to deletion will remain stored by us and may be publicly accessible. However, given the nature of sharing on the Services, any public activity on your Account prior to deletion will remain stored on our servers and will remain accessible to the public. If you have any problems or questions, please let us know by contacting us here [support@MondayMondayNetwork.com](mailto:support@MondayMondayNetwork.com) and we will assist you. We will respond to your request to access within 30 calendar days. To otherwise access or correct your personal information on our databases, you may do so by editing your information in your account settings.

## **1.6 User Content.**

(a) Some features of the Services offers publicly accessible comment sections or community forums which allow you to provide content to the Services, by written comments. You should be aware that any information you provide in these areas may be read, collected, and used by others who access them. To request removal of your personal information from our comments section or community forum, contact us at [privacy@MondayMondayNetwork.com](mailto:privacy@MondayMondayNetwork.com). In some cases, we may not be able to remove your personal information, in which case we will let you know if we are unable to do so and why.

(b) All content submitted by you to the Services may be retained by us indefinitely, even after you terminate your account. We may continue to disclose such content to third parties, as required by law or as described in this Privacy Policy.

(c) Some of your activity on and through the Services is public by default. This may include, but is not limited to, content you have posted, submitted or shared publicly on the Site or otherwise through the Services. Registered users may have some of this information associated with their Accounts. We therefore urge you to think carefully about including any specific information you may deem private in content that you create or information that you submit through the Services.

## **1.7 Information Collected Automatically.**

(a) We automatically receive and record information from your device or web browser when you interact with the Services. This information may include PII, Non-PII, your IP address, an ID that we may create and associate with our content, cookie information, pixels, navigation paths, search queries, mobile data, device data, device event information (including but not limited to crashes, system activity, hardware settings, browser type, browser language, date and time of your request, and referral URL), operating system, internet protocol address, data, meta data technical information, and other details whether now known/used or developed hereafter. This information is used for fighting spam/malware, to facilitate collection of data concerning your interaction with the Services (e.g., what links you have clicked on and shared with others, including via email and social media), and to otherwise personalize, improve and continue to operate the Services.

(b) To opt-out of data collection concerning the links you have shared with others, please contact us at: [privacy@MondayMondayNetwork.com](mailto:privacy@MondayMondayNetwork.com). We will continue to collect information concerning your other interactions with the Services.

(c) Generally, the Services automatically collect usage information, such as the number and frequency of visitors to the Site or mobile application. We may use this data in aggregate form, that is, as a statistical measure. This type of aggregate data enables us and third parties authorized by us to figure out how often individuals use parts of the Services so that we can analyze and improve them.

(d) When you visit the Site, we may also collect information about your online activities over time and across third-party websites or online services. Because there is not yet a consensus on how companies should respond to web browser-based or other do-not-track ("DNT") mechanisms, we do not respond to web browser-based DNT signals at this time.

## **1.8 Location Data.**

Some of our Services, such as mobile applications, may collect geo-location data to provide location-related functionality. We may link location data to other information we have collected about you. You may stop sharing your location data by adjusting your mobile device's location services settings. For instruction on changing the relevant settings, please contact your service provider or device manufacturer.

## **1.9 Email Communications.**

(a) As part of the Services, you may occasionally receive email and other communications from us, such as communications relating to your Account. Communications relating to your Account will be sent for purposes important to the Services, such as password recovery. We may use your email address to contact you for editorial purposes, to advise you of any changes to our Site, and to send you messages about our marketing partners' products.

(b) Where you have provided us with the appropriate permissions, or where we are legally entitled to do so, we will provide you with marketing materials by email. You can opt out of receiving these emails at any time by clicking the unsubscribe link in the marketing email, accessing the email preferences in your account settings page or by contacting us at [support@MondayMondayNetwork.com](mailto:support@MondayMondayNetwork.com) or by clicking on the unsubscribe link in the emails you receive from us. Please note that even if you opt out, we may continue sending you service-related information.

## **1.10 Tracking, Technologies and Cookies.**

(a) Technologies such as: cookies, beacons, tags and scripts are used by Monday Monday Network and our advertising / marketing partners, affiliates, or service providers. These technologies are used in analyzing trends, administering the site, tracking users' movements around the site and to gather demographic information about our user base as a whole

(b) Cookies are pieces of text that may be provided to your computer through your web browser when you access a website. Your browser stores cookies in a manner associated with each website you visit. We use cookies to enable our servers to recognize your web browser, remember User's settings (e.g. geographic location, authentication and to

tell us how and when you visit the Site, share our content, and otherwise use the Services through the Internet.

(c) We may use cookies and other automated data collection means to identify that your web browser has accessed aspects of the Services and may associate that information with your Account if you have one, the device you use to connect to the Services, or email or social media accounts that you use to share our content.

(i) We may use non-unique cookies for server load-balancing and similar technical purposes as well as to store Users' opt-out choices.

(d) Users can control the use of cookies at the individual browser level. Most browsers have an option for turning off the cookie feature, which will prevent your browser from accepting new cookies, as well as (depending on the sophistication of your browser software) allowing you to decide on acceptance of each new cookie in a variety of ways. If you reject cookies, you may still use our site, but your ability to use some features or areas of our site may be limited. We strongly recommend that you leave cookies active, because they enable you to take advantage the most attractive features of the Services.

(e) This Privacy Policy covers our use of cookies only and does not cover the use of cookies by third parties. We do not control when or how third parties place cookies on your computer. For example, third party websites to which a link points may set cookies on your computer.

(f) Some of our pages utilize framing techniques to serve content to from our partners while preserving the look and feel of our site. Please be aware that you may be providing your personal information to these third parties and not to [www.MondayMondayNetwork.com](http://www.MondayMondayNetwork.com).

(g) We collect your location based information for the purpose of locating a place that you may be searching for in your area. If you no longer wish to allow us to track your geo-location information or the use of geo-fencing techniques in the Mobile App you may turn this off at the device level.

(h) Our website includes social media features, such as the Facebook Like buttons, banners and widgets, such as the Share this button. These features may collect your IP address, which page you are visiting on our site, and may set a cookie to enable the feature to function properly. social media features and Widgets are either hosted by a third party or hosted directly on our website. Your interactions with these features are governed by the privacy policies of the companies providing them.



(i) We use tracking pixels by proprietary software and through other 3<sup>rd</sup> party software (i.e. Google Analytics, Facebook, Google) to aid in measuring and tracking where our website traffic is coming from and to track the performance of our site. We use remarking pixels from Facebook and Google to aid in customized, targeted follow-up advertising.

(j) Real-Time Bidding to allow Advertising buyers to bid in “real time” for the opportunity to show an online advertisement when a web page is loaded by a web browser. The winning bidder gets to show their ad in the web page.

(k) We may also collect phone numbers for providing better services and for registering for certain sweepstakes and contests when provided by you.

(l) We may receive reports based on the use of these technologies by these companies on an individual as well as aggregated basis.

### **1.11 Information Related to Advertising and the Use of Web Beacons.**

(a) To support and enhance the Services, we may use Ad Servers to serve advertisements, and also allow third parties advertisements, through the Services. These advertisements are sometimes targeted and served to particular users and may come from third party companies called "Ad Networks." Ad Networks include third party ad servers, ad agencies, ad technology vendors and research firms. We may engage with Ad Networks that are members or organizations or programs that manage the advertising privacy choices these Ad Networks offer consumers. You may adjust your Ad Network settings by visiting your preferences.

(b) When you visit our Site or use our mobile applications or other Services, Ad Networks and other parties may collect information about your online activities over time and across different websites. We are not responsible for the privacy practices of these Ad Networks and other parties.

(c) We and our service providers may use advertising cookies to deliver ads that we believe are more relevant to you and your interests, behavior or to users who fit a certain general profile category which may be inferred from information provided or collected based on the Services usage patterns or activity on Third Party Services. For example, we may use targeting or advertising cookies to customize the advertising and content you receive on our Site, to limit the number of times you see the same ad on our Site and to help measure the effectiveness of our advertising campaigns. These cookies remember what you have looked at

on the Site and other sites, and may be combined with other information acquired from third parties, and we may share this information with other organizations, such as advertisers. We do not provide Personal Information to any Ad Networks for use other than in connection with the Services.

(d) We may use Local Storage Objects (LSOs) such as HTML5 or Flash to store user preferences. Third parties with whom we partner to provide certain features on our site or to display advertising based upon your Web browsing activity may also use LSOs such as HTML 5 or Flash to collect and store information. To manage Flash LSOs please visit: [https://www.macromedia.com/support/documentation/en/flashplayer/help/settings\\_manager07.html](https://www.macromedia.com/support/documentation/en/flashplayer/help/settings_manager07.html)

(e) To increase the effectiveness of ad delivery, we may deliver a file (known as a "Web Beacon") from an Ad Network to you through the Services. We also use Tags. Web Beacons and Tags allow Ad Networks to provide anonymized, aggregated auditing, research and reporting for us and for advertisers. A beacon is a small transparent image that is placed on a web page or email. A tag is a small piece of computer code that is run by the web browser. Web Beacons also enable Ad Networks to serve targeted advertisements to you when you visit other websites. Because your web browser must request these advertisements and Web Beacons from the Ad Network's servers, these companies can view, edit or set their own cookies, just as if you had requested a web page from their site.

(f) We send you push notifications from time-to-time in order to update you about any content, events or promotions that may interest you. If you no longer wish to receive these types of communications, you may turn them off at the app or OS level. To ensure you receive proper notifications, we will need to collect certain information about your device such as operating system and user/device identification information.

### **1.12 Real-Time Bidding.**

(a) We use software that has created a technology platform that our clients use to buy, sell, and deliver online advertising, including interest-based advertising, mostly through real-time bidding ("Platform"). The Platform is designed to enable these advertising purposes through the use of Non-PII that may be collected by clients using the Platform, or that clients may acquire from other sources. We make certain uses of the non-PII collected by clients on the Platform.

(b) The Platform uses generally accepted industry security standards. The Platform supports industry self-regulations, and endorses best practices and self-regulatory requirements that apply. The Platform is a member in good standing of the Network Advertising Initiative (“NAI”).

### **1.13 Aggregate Information.**

We may combine any automatically or submitted information with other information we collect about you including but not limited to statistical information about how both unregistered and registered users, collectively, use the Services ("Aggregate Information"). Some of this information is derived from Personal Information. We do this to improve marketing, analytics, and the products and services we offer you. We may share Aggregate Information with our partners, service providers and other persons with whom we conduct business. We share this type of statistical data so that our partners can understand how and how often people use our Services and their services or websites, which facilitates improving both their services and how our Services interface with them. In addition, these third parties may share with us information about you that they have independently developed or acquired.

### **3.1 How we use information we collect.**

(a) The Services are designed to help you share information with others. As a result, some of the information generated through the Services is shared publicly or with third parties. We employ and contract with service providers - individuals and entities that perform certain tasks on our behalf. We use and share the information we collect from all of our services and from third parties to provide, maintain, protect and improve our services, to develop new services and offerings and to protect us and our users. We may also use this aggregated and demographic information to offer you tailored content like giving you more relevant search results and ads. We do not authorize our service providers to use Personal Information or other information we share with them beyond what is necessary to assist us.

(b) When you contact us, we may keep a record of your communication as well as the other information in this Privacy Policy to help solve any issues you might be facing. We may use your email address to inform you about our services, such as letting you know about upcoming changes or improvements. Please keep in mind that comments sections,

forums, and other similar areas of our services are public. Any information posted in those areas is viewable and usable by anyone that has access. We will contact you to ask for your consent before using information for a purpose other than those that are set out in this Privacy Policy.

(c) We use mobile analytics software to allow us to better understand the functionality of our Mobile Software on your phone. This software may record information such as how often you use the application, the events that occur within the application, aggregated usage, performance data, and where the application was downloaded from.

(d) We do not share personal information with companies, outside organizations and individuals unless one of the circumstances herein or below apply:

(i) We will share personal information with companies, outside organizations or individuals if we have your consent to do so. By continuing to use our website and providing personal information through our website, you consent to us sharing your personal information with third parties for the purposes specified in this Privacy Policy. We may also seek your additional consent for purposes subsequently notified to you.

(ii) For external processing. We provide personal information to our affiliates or other trusted businesses or persons to process it for us, based on our instructions and in compliance with our Privacy Policy and any other appropriate confidentiality and security measures. These companies are authorized to use your personal information only as necessary to provide these services to us.

(iii) For legal reasons. We will share personal information with companies, outside organizations or individuals if we have a good-faith belief that access, use, preservation or disclosure of the information is reasonably necessary to meet any applicable law, regulation, legal process or enforceable governmental request, detect, prevent, or otherwise address fraud, security or technical issues or protect against harm to the rights, property or safety of our users or the public as required or permitted by law.

(iv) In anonymous form for business purposes. We may share anonymous, non-personally identifiable information publicly and with our partners such as businesses which we have a relationship with, advertisers or connected sites. For example, we may share information to show trends about the general use of our services.

### **3.2 Information Disclosed Pursuant to Business Transfers.**

In some cases, we may choose to merge, acquire, buy or sell some or all of our assets. In these types of transactions, user information, including Personal Information, is typically one of the transferred business assets. Moreover, if we, or substantially all of our assets, were acquired, or if we go out of business or enter bankruptcy, user information would be one of the assets that is transferred or acquired by a third party. You acknowledge that such transfers may occur. Should such an event occur, we will use reasonable means to notify you, either through email and/or a prominent notice on our website. Following the transfer of user information in the circumstances described in this paragraph, all inquiries concerning the processing of user information should be directed to the entity to which the information is transferred.

### **3.3 Information Disclosed for Protecting Us and Others.**

We also reserve the right to access, read, preserve, and disclose any information as it reasonably believes is necessary to:

- (i) satisfy any applicable law, regulation, legal process or governmental request,
- (ii) enforce our Terms of Service, including investigation of potential violations hereof,
- (iii) detect, prevent, or otherwise address fraud, security or technical issues,
- (iv) respond to user support requests, or
- (v) protect our rights, property or safety, our users and the public.

This includes exchanging information with other companies and organizations for fraud protection and spam/malware prevention.

### **4.1 Third Parties.**

(a) Our website includes links to other websites whose privacy practices may differ from those of Monday Monday Network. If you submit personal information to any of those sites, your information is governed by their privacy policies. We encourage you to carefully read the privacy policy of any website you visit.

(b) Our Privacy Policy does not apply to services offered by other companies or individuals, including products or sites that may be displayed to you on this site. We also do not control the privacy policies and your privacy settings on third-party sites, including social networks.

(c) You should be aware that when you leave our website, whether via a link on our website or otherwise, and enter a third party website, you do so subject to that website's terms and conditions and privacy policy. We strongly advise you to read the terms and conditions and privacy policies of these third party websites. We will not be held responsible for the practices or the content of such other websites or services and we exclude all liability for any loss or damage suffered by you as a result of your use of the links on our website and/or your access of third party websites.

(d) We use third-party advertising companies to serve ads when you visit our Web site. These companies may use aggregated information (not including your name, address, email address or telephone number) about your visits to this and other Web sites in order to provide advertisements about goods and services of interest to you. If you would like more information about this practice and to know your choices about not having this information used by these companies, please see:

Included NAI Opt-Out: <http://optout.networkadvertising.org/?c=1#!/>

## **5.1 Security.**

(a) We work hard to protect our users from unauthorized access to or unauthorized alteration, disclosure or destruction of information we hold however no website is entirely secure. You should protect the account information in your possession as well.

(b) Your Account information will be protected by a password for your privacy and security. You need to help prevent unauthorized access to your Account and Personal Information by selecting and protecting your password appropriately and limiting access to your computer and browser by signing off after you have finished accessing your Account. We seek to protect Account information to ensure that it is kept private; however, we cannot guarantee the security of any Account information. Unauthorized entry or use, hardware or software failure, and other factors, may compromise the security of user information at any time.

(c) We otherwise store all of our information, including your IP address information, using techniques reasonably designed to secure the information including but not limited to cloud, onsite and/or offsite servers and locations. We do not guarantee or warrant that such techniques will prevent unauthorized access to information about you that we store, Personal Information or otherwise.

(d) Under California Civil Code sections 1798.83-1798.84, California residents are entitled to ask us for a notice identifying the categories of personal customer information which we share with our

affiliates and/or third parties for marketing purposes, and providing contact information for such affiliates and/or third parties. If you are a California resident and would like a copy of this notice, please submit a written request to the following address: Monday Monday Network, 3501 W. Elder Street, Suite 110, Boise, ID 83705.

## **5.2 Children Under 13.**

Our website is not directed toward children under 13 and we will not knowingly collect information for any child under the age of 13. If you are the parent of a child under the age of 13 and have a concern regarding your child's information on our website, please contact us at [privacy@MondayMondayNetwork.com](mailto:privacy@MondayMondayNetwork.com).

#### **6.1 Our Services are Located in the United States.**

Our website and associated services are hosted in the United States. If you are outside of the United States, your information will be processed and stored in the United States and by using our website or providing us with personal information, you consent to such processing and storage.

#### **6.2 Enforcement and Dispute Resolution.**

We regularly review our compliance with our Privacy Policy. When we receive formal written complaints at [privacy@MondayMondayNetwork.com](mailto:privacy@MondayMondayNetwork.com), we will contact the person who made the complaint to follow up.

#### **6.3 No Waiver.**

Our failure to partially or fully exercise or enforce any rights or any part of this User Agreement shall not constitute a waiver of any of our rights or the right to later enforce that or any other part of this User Agreement. Company shall not be prevented from a subsequent exercise of such rights or enforcement of any portion of this Agreement. Waiver of compliance in any particular instance shall be most narrowly construed as permitted by law and does not mean that we will waive compliance in the future. In order for any waiver of compliance with this User Agreement to be binding, we must provide You with written notice of such waiver through one of our authorized representatives.

#### **6.4 Remedies Cumulative.**

Company's rights and remedies under these Terms of Use shall be cumulative, and the exercise of any such right or remedy shall not limit Company's right to exercise any other right or remedy.

#### **6.5 Governing Law and Jurisdiction.**



This User Agreement shall be governed by and construed in accordance with the laws of the State of Idaho, including its conflicts of law rules, and the United States of America. You agree that any dispute arising from or relating to the subject matter of this User Agreement shall be governed by Arbitration in the exclusive jurisdiction and venue of the state and Federal courts located in Boise, Idaho.

## **6.6 Headings.**

The section and paragraph headings in this User Agreement are for convenience only and shall not affect their interpretation.

If you have any questions or concerns regarding privacy using the Services, please send us a detailed message to [privacy@MondayMondayNetwork.com](mailto:privacy@MondayMondayNetwork.com)/ or mail us a detailed message to:

Monday Monday Network, LLC  
3501 W. Elder Street, Suite 110  
Boise, ID 83705

This Privacy Policy was last updated on April 15, 2018.