



RENFROE WEBSITE PRIVACY POLICY

Your privacy is important to RENFROE. We want you to know what information we collect, use, disclose, transfer, and store, so we invite you to take a moment to read through our privacy practices and to contact us if you have any questions.

What Types of Personal Information Does RENFROE Collect?

Personal information is data that can be used to identify or contact a single person. You may be asked to provide your personal information anytime you are in contact with RENFROE. Examples of personal information we collect include your name, mailing address, phone number, email address, contact preferences, internet protocol (IP) address, and information about your internet connection or equipment you use to access the internet. This information may be collected when you visit our site, download information from our site, contact us, or participate in an online survey. RENFROE will use such information to fulfill your requests, provide you with a relevant service, or for fraud prevention purposes.

RENFROE may share and use this personal information consistent with this Privacy Policy. We may also combine it with other information to provide and improve our services, content, and advertising. While you are not required to provide the personal information that we have requested, if you chose not to do so, in many cases we will not be able to provide you with our services or respond to questions you may have.

How Does RENFROE Use Your Personal Information?

The personal information we collect allows us to keep you posted on RENFROE's latest announcements and upcoming events. If you don't want to be contacted by RENFROE, you can opt out at any time. From time to time, we may use your personal information to send important notices, such as communications about our terms, conditions, and policies. Because this information is important to your interaction with RENFROE, you may not opt out of receiving these communications. We also use personal information to help us create, develop, operate, deliver, and improve our services, content and advertising, and for loss prevention and anti-fraud purposes.

Collection and Use of Non-Personal Information

We also collect data in a form that does not, on its own, allow us to identify a specific individual. We may collect, use, transfer, and disclose non-personal information for any purpose. Examples of non-personal information that we collect and how we may use it are occupation, language, zip code, area code, referrer URL, location, and the time zone where a RENFROE website or service is used or accessed so that we can better understand user behavior and improve our services and advertising. We also may collect information regarding user activities on our website and from

our other services. This information is aggregated and used to help us provide more useful information to our users and to understand which parts of our website and services are of most interest. Aggregated data is considered non-personal information for the purposes of this Privacy Policy. If we do combine non-personal information with personal information the combined information will be treated as personal information for as long as it remains combined.

Cookies and Other Technologies

RENFROE's website, online services, interactive applications, email messages, and advertisements may use "cookies" and other technologies, such as tracking pixels, to tell us which parts of our website people have visited and to assist us in providing and ensuring the effectiveness of advertisements. We treat information collected by cookies and other technologies as non-personal information. To the extent that Internet Protocol (IP) addresses or similar identifiers are considered personal information by local law, we also treat these identifiers as personal information. To the extent that non-personal information is combined with personal information, we treat the combined information as personal information for the purposes of this Privacy Policy.

RENFROE also uses cookies and other technologies to remember personal information when you use our website, online services, and applications. Our goal in using these technologies is to make your experience with RENFROE more convenient and personal. You may choose to not to use cookies by disabling them in your browser, but please note that certain features of the RENFROE website will not be available once cookies are disabled.

As is true of most internet services, we gather some information automatically and store it in log files. This information includes Internet Protocol (IP) addresses, browser type and language, Internet service provider (ISP), cookie information, referring and exit websites and applications, operating system, date/time stamp, and clickstream data. We use this information to understand and analyze trends, to administer the site, to learn about user behavior on the site, to improve our services, and to gather demographic information about our user base as a whole. RENFROE may use this information in our marketing and advertising services.

In some of our email messages, we use a "click-through URL" linked to content on the RENFROE website. These URLs assist us in determining interest in particular topics and measuring the effectiveness of our communications. If you prefer not to be tracked in this way, you should not click text or graphic links in the email messages.

Disclosure to Third Parties

From time to time, RENFROE may make certain personal information available to our partners in order to provide services, or that help RENFROE market to clients, potential clients and potential applicants. Personal information will only be shared by RENFROE to provide or improve our services and advertising; it will not be shared with third parties for their marketing purposes.

RENFROE shares personal information with companies who provide services such as information processing, managing and enhancing user data, assessing your interest in our services, and conducting research or satisfaction surveys. These companies are obligated to protect your information and may not use it for any purpose other than listed above or as otherwise required by law.

It may be necessary for RENFROE to disclose your personal information as a result of law, legal process, litigation, or requests from public and governmental authorities. We may also disclose information about you if we determine that for purposes of national security, law enforcement, or other issues of public importance, disclosure is necessary or appropriate.

We may also disclose information about you if we determine that disclosure is reasonably necessary to enforce our terms and conditions or protect our operations or users. Additionally, in the event of a reorganization, merger, or sale we may transfer any and all personal information we collect to the relevant third party.

Protection and Retention of Personal Information

RENFROE takes the security of your personal information very seriously. RENFROE protects your personal information both during transit and storage using industry-standard encryption and limits access to your information as appropriate.

When you use some RENFROE services or applications or post on a RENFROE forum or social networking service, the personal information and content you share is visible to other users and can be read, collected, or used by them. You are responsible for the personal information you choose to share or submit in these instances.

RENFROE will retain your personal information for the period necessary to fulfill the purposes outlined in this Privacy Policy unless a longer retention period is required or permitted by law.

Third-Party Sites and Services

The RENFROE website, applications, and services may contain links to third-party websites, products, and services. Our services may also use or offer products or services from third parties. Information collected by third parties, which may include such things as location data or contact details, is governed by their privacy practices. We encourage you to learn about the privacy practices of those third parties.

International Users

All the information you provide may be transferred or accessed by entities around the world as described in this Privacy Policy. RENFROE abides by the "safe harbor" frameworks set forth by the U.S. Department of Commerce regarding the collection, use, and retention of personal information collected by organizations in the European Economic Area and Switzerland.

RENFROE abides by the Asia-Pacific Economic Cooperation (APEC) Cross Border Privacy Rules System. The APEC CBPR system provides a framework for organizations to ensure protection of personal information transferred among participating APEC economies.

Our Companywide Commitment to Your Privacy

To make sure your personal information is secure, we communicate our privacy and security guidelines to RENFROE employees and strictly enforce privacy safeguards within the company.

Privacy Questions

If you have any questions or concerns about RENFROE's Privacy Policy or data processing or if you would like to make a complaint about a possible breach of local privacy laws, please contact us. All such communications are examined and replies issued where appropriate as soon as possible. If you are unsatisfied with the reply received, you may refer your complaint to the relevant regulator in your jurisdiction. If you ask us, we will endeavor to provide you with information about relevant complaint avenues which may be applicable to your circumstances.

RENFROE may update its Privacy Policy from time to time. When we change the policy in a material way, a notice will be posted on our website along with the updated Privacy Policy.