

CueTemp PRIVACY POLICY

Welcome to CueTemp! The CueTemp website and service are provided by CueTemp, INC ("CueTemp," "we," "us" or "our"). CueTemp knows that you care how information about you is used and shared, and we appreciate your trust that we will do so carefully and sensibly. This notice describes our Privacy Policy for the CueTemp website and the services made available by CueTemp through that website or through downloadable applications we make available to you (collectively, the "Website"). Capitalized terms used but not defined in this Privacy Policy shall have the meaning set forth in our Terms of Service. The Website provides a matching service so that Professionals seeking the opportunity to deliver professional services as an independent contractor can more easily find professional Offices that are looking for Professionals for temporary work Assignments.

If you have questions or concerns regarding this Privacy Policy, you should contact CueTemp's privacy contact by emailing us [support@CueTemp.com].

This Privacy Policy covers only information that is collected through the Website and does not cover websites to which we link.

Notice of Information We Collect And How We Use It

Our primary purpose in collecting and using Personal Information (as defined below) is to provide you with a safe, smooth, efficient, and customized experience in connection with our Website and Services. This allows us to provide services and features that most likely meet your needs, and to customize our service to make your experience safer and easier. We only collect Personal Information about you that we consider necessary for achieving this purpose. As used herein, "Personal Information" means information that specifically identifies an individual (such as name and address, e-mail address, telephone number, date of birth, social security numbers, recent photographs, billing information, professional licensure status and the results of any background check) or other information about that individual that is directly linked to Personal Information. Personal Information does not include "aggregate" information, which is non-personally identifiable data we collect about the use of our Website and our Services. Personal Information includes information displayed in your Profile on our Website. While you have to use certain Personal Information for your Profile, your Profile is not displayed to the public apart from other Users. However, any information you choose to share in your Profile can be accessed by all other Users, and we cannot control how such Users may use such information.

When you first launch our mobile application, you will be asked to allow the app access to your location. This information may be used to notify you, CueTemp or other users, of your location or the speed at which your device is traveling. If you initially consent to our collection of location information, you can subsequently stop the collection of this information by changing the preferences on your mobile device. If you do so, certain features of our Services will no longer function. You may also stop our collection of location information by following the standard uninstall process to remove our Services from your device.

In general, you can browse the Website without telling us who you are or revealing any Personal Information about yourself. We collect and store information, including Personal Information, that is voluntarily supplied to us by you when registering for the Website. You can choose not to provide us with certain information, but by doing so, you may not be able to take advantage of many of our features and functionality. We use Personal Information to deliver the Website to you, to improve our Services, including advertising, and to develop analytics and

aggregated data that allows us and affiliates of our Website (such as our advertisers) to use our Website. During registration, you are required to give truthful contact information (such as name and email address) in accordance with our Terms of Service available during registration. Once you give us your Personal Information, you are no longer anonymous to us.

When you activate an account, we collect information such as your name, email address, social security number, password, and security questions and answers.

Information We Collect About Website Visitors

We automatically track certain information based upon your use of the Website. We use this information to do internal research on our users' demographics, interests, and behavior to better understand, protect and serve you and our community.

By using our Website or our services, you indicate your consent for CueTemp and our affiliates to send cookies to your computer in order to uniquely identify your browser and improve the quality of our services; you may turn off cookies in your browser though, in doing so, some or all of our Services may not work. For a description of how cookies work, please see the section entitled "Cookies" below.

Log Files

Like many websites, we may automatically gather certain information about our Website traffic and store it in log files. This information includes Internet protocol (IP) addresses, browser type, Internet service provider (ISP), referring/exit pages, operating system, date/time stamp, and clickstream data. We may use this information, which does not identify individual users, to analyze trends, to administer the Website, to track users' movements around the Website and to gather demographic information about our user base.

We do not link this automatically collected data to Personal Information.

We may use a third-party tracking service that uses log files and cookies, see below, to track non- Personal Information about visitors to the Website in the aggregate. This service captures usage and volume statistics to improve the usability of our Website.

Cookies

A cookie is a small text file that is stored on a user's computer for record-keeping purposes. We may use cookies on this Website. As noted above, we do not link the information we store in cookies to any Personal Information you submit while on our Website. This Privacy Policy covers the use of cookies by the Website only and does not cover the use of cookies by any advertisers. We may use both session ID and persistent cookies.

A session ID cookie expires when you close your browser. We may use session ID cookies to make it easier for you to navigate our Website. We may use cookies for managing your browser and mobile sessions for your convenience.

A persistent cookie remains on your hard drive for an extended period of time. You can remove persistent cookies by following directions provided in your Internet browser.

We set a persistent cookie to store your password, so you do not have to enter it more than once. Persistent cookies also enable us to track and target the interests of our users to enhance the experience on our Website.

If you reject cookies, you may still use our Website, but your ability to use some areas of our Website, such as placing or receiving Assignments or surveys, may be limited.

Some of our business affiliates (e.g., advertisers) may use cookies on our Website. Additionally, we have no access to or control over these cookies used on third party websites or links. See "Third Party Advertisers." The acceptance and storage of cookies can be managed through your web browser's security settings.

Clear Gifs (Web Beacons/Web Bugs)

We may, and our third party advertising affiliates may, employ a software technology called clear gifs, also referred to as web beacons or web bugs, that help manage content on the Website by tracking what content is effective. Clear gifs are tiny graphics with a unique identifier, similar in function to cookies, and are used to track the online movements of Web users. In contrast to cookies, which are stored on a user's computer hard drive, clear gifs are embedded invisibly on Web pages and are about the size of the period at the end of this sentence. We do not tie the information gathered by clear gifs to our customers' Personal Information. To learn more about our advertisers' use of clear gifs, see "Third Party Advertisers."

We may use clear gifs in our HTML-based emails to let us know which emails recipients have opened. This allows us to gauge the effectiveness of certain communications and the effectiveness of our marketing campaigns. If you would like to opt-out of these emails, please see the process described below under the heading "Choice and Opt-out."

We may use embedded scripts, which are programming code that collects information about your interactions with the Website, such as the links you click on. The code is temporarily downloaded onto your computer or other device from our server or a third party provider and is deactivated or deleted when you disconnect from the Website. In addition, we may use a variety of other technologies that collect similar information for security and fraud detection purposes.

You may have the option to provide demographic information (such as income level and preferred language of communication) to us.

Mobile Use

If you visit or use our Website on a mobile device or use our mobile application, we may collect information from your device, including device ID and your mobile carrier. We may store and use that information for security purposes (for example, for user verification) and to improve your experience as a user of our Website and Services.

Once you have established your account on your mobile device or computer, we may collect information we receive from your mobile device or computer, such as your device's type, number and the serial number of its chip. We also collect all payment card and transaction information, as described under "Notice of Information We Collect And How We Use It" above.

Use of the Website on a mobile device may allow your mobile carrier or other access provider to view data that appears on the device as a result.

Information We Collect To Respond To your Choices and Requests

Registration

In order to use some features of this Website, you must first complete the registration form and create a user name and password. During registration, you are required to give truthful contact information (such as name, email address and social security number) in accordance with our Terms of Service. We use this information to contact you about the services on our Website in which you have expressed interest.

Assignments

If you complete an Assignment or procure an Assignment through our Website, we request certain Personal Information from you as part of such Assignment. You must provide contact information (such as name, email, a mailing or business address) and may need to provide financial information (such as a credit card number and expiration date).

We use this information for billing purposes and to provide Professionals for Assignments or to assign Professionals to Assignments. We will use this information to contact you if we have a problem processing any payments.

We may collect information about your commercial behavior. We may also collect other Users' Ratings about you.

Profile

If you choose to create a Profile on the Website, we may collect other Users' Ratings about you in our feedback area.

Surveys, Contests or Promotions

We may provide you the opportunity to participate in surveys, contests or promotions on our Website. If you participate, we will request certain Personal Information from you. The requested information typically includes contact information (such as name and shipping address) and demographic information.

We use this information to notify contest winners and award prizes, to monitor website traffic, or to personalize the Website (in the case of anonymous information collected in surveys) and to send participants an email newsletter.

We may use a third party service provider to conduct these surveys, contests or promotions on our Website. If we use a third party to do so, a link to the third party's privacy policy will appear in the window that opens for the survey, contest or promotion, and you are now subject to that third party's privacy policy. If you have any questions or concerns regarding how such third parties use your information, please consult the applicable third party's privacy policy. You agree that we will not be responsible or liable for any loss or damage incurred in connection with our affiliation with such third parties, their activities on our Website, and the sharing of your information with such third parties.

If you do not see a link to a privacy policy in a survey, contest or promotion window that pops up automatically or opens when you click on a link, or if you fill out a survey, contest or promotion

form on our website that appears on a main page without a separate privacy policy link, our Privacy Policy applies.

Communication from Us or the Website

Newsletters

If you wish to subscribe to our newsletter(s), we may use your name and email address to send a newsletter to you. Out of respect for your privacy, we provide you a way to unsubscribe. Please see the "Choice and Opt-out" section below.

Service-Related Announcements

We will send you strictly service-related announcements on rare occasions when it is necessary to do so. For instance, if our service is temporarily suspended for maintenance, we might send you an email.

Generally, you may not opt-out of these communications, which are not promotional in nature. If you do not wish to receive them, you have the option to deactivate your account.

Customer Service

Based upon the Personal Information you provide us, we may send you a welcoming email to verify your username and password. We will communicate with you in response to your inquiries, to provide the services you request, and to manage your account. We will communicate with you by email telephone, text messages or through push notifications, in accordance with your wishes. You may contact customer service at [support@CueTemp.com].

Verification of Your Information

We may use a third party to verify your Information, in order to confirm that you have the qualifications and experience that you claim to have, if you are a Professional. If you are an Office, we may use a third party to verify your Information, in order to confirm your Office's location, that your Office registered with the Website and your likely need for Professionals of the type you are requesting.

Credit Check and Background Check

To determine if you are likely to be a suitable Professional, we use your name and social security number to request a credit report and background check, which we may use and disclose to the extent set forth in our Terms of Service.

Conditions Under Which We Share Information

Aggregate Information (Non-Personally Identifiable)

We may share aggregated demographic information about our user base with our affiliates and advertisers. This information does not identify individual users.

We do not link aggregate user data with Personal Information. Your contributions or notes to a module, forum or other service on the Website ("Contribution") may also be aggregated and made publicly available. Your Contributions may be aggregated according to their registration and login status.

Personal Information

Except as discussed in this Privacy Policy, we do not share Personal Information with third parties. If you are a Professional, we may share your Personal Information with an Office that is

looking for Professionals of your type for an Assignment. If you are an Office, we may share your Personal Information with a Professional that is looking for Assignments that you are likely to offer. We will provide certain of your Personal Information, including your name, address and social security number (in the case of a Professional) or your taxpayer identification number (in the case of an Office) to the third payment processing service that we have contracted with. We do so in order to coordinate payments to you as a Professional or from you as an Office. Social security numbers will be stored solely on the servers of the third party payment processing service that we have contracted with, we will not maintain social security numbers on our servers or as part of our records or retained Personal Information.

Agents

We may use a credit card processing company to bill you for Services. These companies do not retain, share, store or use Personal Information for any other purposes. Your interaction with any third party payments service is subject to the terms and conditions provided by such third party.

Third Party Advertisers

The ads appearing on this Website are delivered to Users by our advertising affiliates. We may share Website usage information about users with our advertising affiliates for the purpose of targeting our Internet banner advertisements on this Website.

Our advertising affiliates may use cookies and clear GIFs on the Website, which allow them to recognize a user's cookie when a user visits the Website. The information that our advertising affiliates collect and share through this technology is not personally identifiable.

For more information about our third-party advertisers, or to learn more about the choices available to you regarding this anonymous information, please contact [support@CueTemp.com].

Legal Disclaimer

We reserve the right to disclose your Personal Information as required by law and when we believe that disclosure is necessary to protect our rights; to comply with a judicial proceeding, court order, or legal process served on us or the Website; or in connection with an actual or proposed corporate transaction or insolvency proceeding involving all or substantially all of our business or assets related to the Services.

Choice and Opt-out

We provide you the opportunity to 'opt-out' of having your Personal Information used for certain purposes, when we ask for this information. For example, if you request or provide an Assignment, but do not wish to receive any additional marketing material from us, you can indicate your preference on our Website.

We may also provide non-personally identifiable information or aggregated information that does not identify you, to other parties for marketing, advertising, or other uses.

If you no longer wish to receive our newsletter and promotional communications, you may opt-out of receiving them by clicking this link

You will be notified when your Personal Information is collected by any third party that is not our agent/service provider other than a Counterparty, so you can make an informed choice as to whether or not to share your information with that party.

Links to Other Websites

The Website contains links to other websites that are not owned or controlled by CueTemp. Please be aware that we are not responsible for the privacy policies of such other websites.

We encourage you to be aware when you leave the Website and to read the privacy policies of each and every website that collects Personal Information.

This Privacy Policy applies only to information collected by our Website and through our Services.

Access to Personal Information

If your Personal Information changes, or if you no longer desire our service, you may correct, update, delete or deactivate it by making the change on our member information page.

Please keep in mind that whenever you voluntarily make your Personal Information or other private information available for viewing by third parties online - for example on blogs, discussion forums, or other community posting or social networking websites - that information can be seen, collected and used by others besides us. We cannot be responsible for any unauthorized third-party use of such information.

Information Security

The security of your Personal Information is important to us. When you enter sensitive information (such as credit card number and/or social security number) on our registration or order forms, we encrypt that information using secure socket layer technology (SSL).

We follow generally accepted industry standards to protect the Personal Information submitted to us, both during transmission and once we receive it. No method of transmission over the Internet, or method of electronic storage, is 100% secure, however. Therefore, while we strive to use commercially acceptable means to protect your Personal Information, we cannot guarantee its absolute security.

If you have any questions about security on our Website, you can email us at [support@CueTemp.com].

Children Under 13 and Teens (Persons 13 to 17 Years of Age)

Our Website is not directed to people under 18 years of age. If you become aware that your child has provided us with Personal Information without your consent, please contact us at [support@CueTemp.com]. We do not knowingly collect Personal Information from children under 18. If we become aware that a child under 18 has provided us with Personal Information, we take steps to remove that information and terminate the applicable account.

Terms of Service

Please also visit our Terms of Service section establishing the use, disclaimers, and limitations of liability governing the use of our Website.

Your Consent

By using the Website or our Services, you consent to the current version of our Privacy Policy.

Changes to our Privacy Policy

If we decide to change our Privacy Policy, we will post changes to this Privacy Policy and other places we deem appropriate so that you are aware of what information we collect, how we use it, and under what circumstances, if any, we disclose it.

We reserve the right to modify this Privacy Policy at any time, and such change will apply with respect to information you provide or your activity on the Website after the change in policy, so please review it frequently. If we make changes that materially affect our uses or disclosures of Personal Information that we have previously collected, we will contact you here, by email, or by means of a notice on our home page to obtain your consent to have the changes to our Privacy Policy apply retroactively.

Contact Us

If you have any questions or suggestions regarding our Privacy Policy, please contact us at: [support@CueTemp.com].

Effective Date: July 1, 2016.