

## Website Privacy Policy

### I. Introduction

This Privacy Policy (the “Policy”) describes the type of information that QPX, Inc. (the “Company,” “we” or “us”) gathers from users of the our website (the “Site”) and how we use that information.

### II. What Information Does the Company Collect?

We occasionally collect Personal Information and other information from individuals who use and visit the Site (“you” or “Users”). “Personal Information” means information that can be used to identify an individual.

#### A. Consent and Modification

By using the Site, you consent to the terms of this Policy and to our processing of Personal Information in the manner and for the purposes set forth in this Policy. If you do not agree with this Policy, please do not use the Site.

We reserve the right, at our sole discretion, to change this Policy at any time, and any such change will be effective 7 days following posting of the revision to this Policy on the Site. Your continued use of the Site 7 days following such posting means that you accept those changes.

If we make any change in how we use your Personal Information, we will notify you by email (at the e-mail address specified in your account), or by means of a notice on the Site prior to the change becoming effective.

#### B. Information We Collect

We collect information in the following ways:

- Information Provided Directly -- We may collect information from Users that Users provide directly as part of sending us communications (“General Contact”) or applying for employment (“Job Application Contact”). For General Contact, we will collect a User’s name and email, and any personal information contained in a communication from a User. For Job Application Contact, we will collect a User’s name and email, information regarding such User’s LinkedIn profile, and any personal information contained in the curriculum vitae provided to us by a User.
- Cookies -- We may use cookies and similar technologies, such as web beacons, pixels, and clear gifs and third-party analytics services, such as Google Analytics, to collect and analyze information about Users. This

may include information about Users' search preferences, interaction with ads within the Site, and location.

- Log Files -- The Site automatically records certain log file information, such as IP address, location, mobile carrier, device, and interaction with links in the Site.
- Device Identifiers -- The Site may access, collect, monitor, store on your device, and/or remotely store one or more device identifiers, which are small data files that uniquely identify it.
- Metadata -- Metadata is technical information associated with user information, such as how or when information was collected.

### **III. Use of Information**

We may use information from Users to operate and improve the Site, and to deliver the Site. These uses may include providing you with more effective customer service; making the Site easier to use by eliminating the need for you to enter the same information repeatedly; performing research and analysis aimed at improving the Site; automatically updating the Site; diagnosing or fixing problems with the Site; and displaying content and advertising customized to your interests and preferences.

We may also use information from Users to communicate with Users. We may send certain mandatory service communications, such as welcome letters, information on technical service issues, and security announcements.

We do not use Users' information for building user profiles for commercial purposes not related to the provision of the Site. We may use Anonymous Info (as defined below) as described in this Policy.

Personal Information collected by the Site may be stored and processed in the United States or any other country in which the Company or its affiliates, subsidiaries or agents maintain facilities. By using the Site, you consent to any such transfer of information outside of your country. We may transfer your Personal Information to affiliated companies for the purpose of storing or processing such information on its behalf. Such information may be transferred to other countries. We require that these parties agree to process such information in compliance with the Policy. In particular, if you provide Personal Information, it may be transferred to and processed on computers in the U.S. and other countries.

We may disclose your Personal Information or any information submitted via the Site if we have a good faith belief that disclosure of such information is helpful or reasonably necessary to: (i) comply with any applicable law, regulation, legal

process or governmental request; (ii) enforce any applicable terms of service, including investigations of potential violations thereof; (iii) detect, prevent, or otherwise address fraud or security issues; or (iv) protect against harm to the rights, property or safety of the Company, our Users, yourself or the public. We may be required to disclose Personal Information in response to a lawful request by public authorities, including to meet national security or law enforcement requirements.

#### **IV. Sharing of Information**

We will not share your Personal Information except as provided for by this Policy. We may share other information as provided by this Policy.

- Affiliates -- We may share information collected by the Site with businesses that are legally part of the same group as the Company, or that become part of that group (“Affiliates”).
- Third Party Service Providers -- We may use contractors to collect, use, analyze and otherwise process information on its behalf. We require such suppliers to handle information in a manner consistent with the Policy. We Company may occasionally hire other companies to provide limited services on our behalf, such as providing customer support, hosting websites, processing transactions, or performing statistical analysis of its services. Those companies will be permitted to obtain only the Personal Information they need to deliver the service. They will be required to maintain the confidentiality of the information and will be prohibited from using it for any other purpose.
- Recruiters – We may share curricula vitae provided by Users as part of Job Application Contact with recruiters.
- Anonymous Information -- We may use Anonymous Information (as defined below) or disclose it to third party service providers, to provide and improve the Site. We may also disclose Anonymous Information to third parties for a fee. “Anonymous Information” means information which does not enable identification of an individual User, such as aggregated information about use of the Site.

#### **V. Retention**

The Company may retain Personal Information regarding Users indefinitely.

#### **VI. Other Information**

- Business Transitions -- If the Company is acquired by or merged with a third party entity, or if it is subject to a bankruptcy or any comparable event, we reserve the right to transfer or assign Personal Information in connection therewith.
- Security, Confidentiality and Integrity of Personal Information -- The security of your Personal Information is important to us. We follow generally accepted industry

standards, including the use of appropriate administrative, physical and technical safeguards, to protect Personal Information. However, no method of transmission over the Internet, or method of electronic storage, is 100% secure. Therefore, while we strive to use commercially reasonable means to protect Personal Information, we cannot guarantee its absolute security or confidentiality. If you have any questions about security, you can contact the Company at [contact.bos@qpexploration.com](mailto:contact.bos@qpexploration.com). Please be aware that certain Personal Information and other information provided by you in connection with your use of the Site may be stored on your device (even if that information is not collected by us). You are solely responsible for maintaining the security of your device from unauthorized access.

- International Users -- The Company and its servers are located in the United States or other countries, and are subject to the applicable local and national laws. Those who choose to access the Site do so on their own initiative and at their own risk, and are responsible for complying with all applicable laws, rules and regulations. Users who choose to access or use the Site consent to the use and disclosure of information in accordance with this Policy and subject to such laws. We may limit the Site's availability, in whole or in part, to any person, geographic area or jurisdiction we choose, at any time and in our sole discretion. We do not represent or warrant that the Site, or any part thereof, is appropriate or available for use in any other jurisdiction.
- Other Websites – We may use a reputable third party to present or serve advertisements that you may see on the Site. These third party ad servers may use cookies, web beacons, clear gifs or similar technologies to help present such advertisements, and to help measure and research the advertisements' effectiveness. The use of these technologies by these third party ad servers is subject to their own privacy policies and is not covered by this Policy.
- Children's Privacy -- The Site is directed to and structured to attract Users over age 18. If you are under age 18, you are not permitted to use the Site. The Company does not knowingly collect Personal Information from users under age 18. If you are a parent with concerns about children's privacy issues in conjunction with the use of the Site, please contact the Company at [contact.bos@qpexploration.com](mailto:contact.bos@qpexploration.com).
- California Online Privacy Protection Act -- Pursuant to the California Online Privacy Protection Act, the Company discloses to disclose how it responds to "Do Not Track Signals"; and whether third parties collect personally identifiable information about users when they use online services.

The Company honors "do not track" signals and does not track, use cookies, or use advertising when a "do not track" mechanism is in place.

The Company does not authorize the collection of personally identifiable information from our users for third party use through advertising technologies.

California Civil Code Section 1798.83 also permits customers who are California residents to request certain information regarding our disclosure of Personal Information to third parties for direct marketing purposes. To make such a request, please send an email to [contact.bos@qpexploration.com](mailto:contact.bos@qpexploration.com) . Please note that the Company is only required to respond to one request per customer each year.

- Contact Information

If you have questions about this Policy, please contact [contact.bos@qpexploration.com](mailto:contact.bos@qpexploration.com) .

- Effective Date

The effective date of this Policy is May 30<sup>th</sup>, 2018.