

This Privacy Notice ("Notice") describes Netbroadcasting.tv's privacy practices in connection with the use of Netbroadcasting.tv's websites, products, services, and any associated applications ("Services"). The Notice also provides information about the choices you have regarding the collection or use of your Personal Information ("PI") and the rights provided to you, including the ability to access or update information about you.

The Notice applies to PI provided or collected through the use of Netbroadcasting.tv's Services by customers, employees, job applicants and/or website visitors. For purposes of this Notice, PI means information collected by Netbroadcasting.tv, relating to an Identified or Identifiable natural person. Our Customer's Notice applies when you: Use a Customer-branded sign-on page; and Are an applicant creating a profile or applying for a position with our Customer. Netbroadcasting.tv's websites might contain links to third-party sites for your convenience and/or information. When you access those links, you leave Netbroadcasting.tv's website and are redirected to a thirdparty site. Netbroadcasting.tv does not control third-party sites. The privacy practices of third parties might differ from Netbroadcasting.tv's privacy practices. We do not endorse or make any representations about third-party websites. When you share PI with third-party websites, the third-party processing is not covered by this Privacy Notice. We encourage you to review the privacy policy of any website or company before sharing PI with them. Information We Collect: Netbroadcasting.tv collects PI from several different sources, including: Directly from a website visitor, prospects, customers, applicants, or employee; Directly or indirectly from website visitors, customers, vendors, service providers or other third parties; and From your use, visit or activity on any of our websites or products.

Netbroadcasting.tv collects PI about a website visitor when the visitor visits our website and when the visitor chooses to provide PI. For example, we collect information when you visit our website and when you contact us via our website, provide your email, phone or other similar information, such as the information that you provide when you sign up for a webinar.

What is collected? The PI collected from a website visitor includes: Name; Company; Job Title; Address; Phone Number; and Email Address. We do not knowingly collect PI from children under the age of 13. If you are under the age of 13, please do not submit any PI to Netbroadcasting.tv. If you have reason to believe that a child under the age of 13 has provided his/her PI to Netbroadcasting.tv, please contact us in accordance with Section 14 of this Notice, and we will endeavor to delete that information from our databases. Netbroadcasting.tv Job Applicants and Employees Netbroadcasting.tv collects PI about a job applicant when an application for employment with Netbroadcasting.tv is completed.

Additionally, Netbroadcasting.tv collects information about individuals who create a profile on our website, regardless of whether or not an application is completed. If hired by Netbroadcasting.tv following an application, additional information is collected during the onboarding process and throughout the employment relationship. We may also collect information that you have voluntarily made public and/or shared on publicly visible accounts, such as social media platforms. The PI collected from an applicant or employee of Netbroadcasting.tv includes, but is not limited to: Personal Identifiers (Name, Address, Age, Date of Birth, Social Security Number); Professional or Employment-related Information (Employment Record, Salary); Education Information; and Personal/Professional Contact Information. When using our products and services, our customers are solely responsible for determining what PI is collected regarding their employees or job applicants.

Netbroadcasting.tv processes information solely at the direction of its customers and has no direct relationship with the individuals (our customers' employees and applicants) whose PI we process. The PI processed by Netbroadcasting.tv on behalf of our customers varies, but includes information such as name, company name, address, email address, time and attendance and schedule information, and Social Security Numbers. Please contact your employer or the company with whom you applied to learn more about the information they collect for use with Netbroadcasting.tv's products and services.

How do we collect Personal Information? Netbroadcasting.tv collects PI about a user of our mobile application when the user chooses to provide such information. We also collect information about you through the use of mobile analytics software.

What is collected? Our mobile application may record information concerning how often you use the application, the events that occur within the application, aggregated usage, performance data, your location, the type of device used, and from where the application was downloaded. We do not link the information we store within the analytics software to any PI you submit within the mobile application. The website tracking software automatically captures technical information that is stored in our server's log files. For example, when you visit our websites, We and our partners store and access non-sensitive information from your device, such as cookies or a unique device identifier, and process PI such as your IP address, device manufacturer and model, the type of browser being used, the web pages visited, and the amount of time spent on our website.

Our websites may include social media features, such as video links, "Like" buttons, and widgets such as "Share" buttons or interactive mini-programs, and may set a cookie to enable the feature to function. Social media features and widgets may be hosted by a third party or hosted directly on our websites. Your use and interactions with these features are at your discretion, and are governed by the privacy policy of the companies providing them.

What is collected? These features may collect your PI such as your IP address and which website page you are visiting. Use of Personal Information Netbroadcasting.tv uses PI for several purposes, including: To communicate with you regarding our products and/or services; To fulfill the purpose(s) for which the information was collected/provided, including providing contractually-obligated products and/or services; To improve our website, products and services, through testing, research, analysis and product development; For security purposes, such as to prevent unauthorized access or disclosure, to maintain data accuracy, to protect the confidentiality, integrity and availability of your PI and to allow only the appropriate use of your PI; and to comply with all applicable legal obligations. Please review each of the sections below to learn more about how we use your PI. Website Visitors The PI you provide when using our website will be used in accordance with this Privacy Notice. We use your PI to fulfill requests for information about our products and services and to enable you to register and participate in events that we sponsor (including webinars) Netbroadcasting.tv Job Applicants and Employees We use PI of our job applicants and employees for legitimate human resource business purposes, such as: Payroll administration; Filling open employment positions; Maintaining accurate benefits records; Complying with governmental reporting requirements; Performance management; Provision of company network access; Authentication of individuals; and Security, health and safety management. Customers' Information (and the information of their employees) We use your PI to provide you with the services, which Netbroadcasting.tv is contractually obligated to provide to you, to improve these services or communicate with you about our products or services. For employees of customers who use Kronos

terminals with a biometric or finger scanning device for employee timekeeping, please see the Biometric Data Privacy section of this Notice. Website Activity. In order to improve the content and format of our site, Netbroadcasting.tv uses website tracking software to automatically capture technical information that is then stored in our server's log files. Netbroadcasting.tv and its partners also utilize cookies and other tracking technologies to measure the preferences of our website visitors, analyze trends, administer the website, track users' movements around the website, and to gather demographic information about our user base as a whole.

Please visit our Cookies section below to learn more. Mobile application Netbroadcasting.tv uses mobile analytics software to allow us to better understand the functionality of our Mobile Software on your phone. We do not link the information we store within the analytics software to any PI you submit within the mobile application. Disclosure of Personal Information We do not sell PI to third parties. Please review each of the sections below to learn more about how we might disclose your PI. We might share your PI with our Affiliates and Subsidiaries in order to deliver a product or service or complete a task that you requested. We might engage with third parties (vendors and/or service providers) in order to deliver a product or service (or perform certain functions such as enhancing and/or delivering our product and service offerings) or complete a task that you requested. We have contracts with third-party providers (vendors and/or service providers) to perform certain functions on our behalf, and only at our direction. Our third parties are bound by confidentiality agreements, only have access to your PI to the extent necessary to provide these contracted services and are only permitted to process your PI in accordance with our instructions (and for the purposes we disclose). Additional Disclosures Netbroadcasting.tv might disclose your PI if we in good faith believe that such action is necessary to: Comply with the law or with legal process; Protect and defend our rights and property; Protect against misuse or unauthorized use of our website; or Protect the personal safety or property of our users or the public (among other things, this means that if you provide false information or attempt to pose as someone else, information about you may be disclosed as part of any investigation into your actions). Other than as stated in this Privacy Notice, we will endeavor not to release your PI to unknown or unaffiliated third parties, and we will not cross-reference your PI with that of any other customer or entity.

All data will be deleted upon request by email or phone or by deletion of online player page.