

FST LOGISTICS PRIVACY POLICY

At FST Logistics (“FST” or “we”), we respect your privacy. This Privacy Policy (“Policy”) governs how and why FST collects, shares, discloses, and protects personal information from users (“User,” “Users,” or “you”) of the www.fstlogistics.com (“Website”), as well as User rights respecting their personal information. Please read this Policy before using our website or submitting any personal information. By using the Website or otherwise accepting cookies (as described below), you consent to FST’s collection, disclosure, or sharing of any personal information about you in accordance with this Policy, and accept all other practices described herein.

This Policy may be changed at any time without advance notice. Upon making any changes, we will update the “Last Updated” date at the end of this page. Any changes will take effect immediately upon their posting to our Website and apply to activities and information going forward (but not retroactively).

1. DEFINITIONS

- a. “Personal Data” refers to any direct or indirect information relating to an individual person, which allow identification of a specific person. Examples include, name, address, telephone, email address, or any other data specific to you.
- b. “Agent” refers to a third party that collects or uses Personal Data to perform task on the behalf of FST.

2. AGE REQUIREMENTS

- a. This Website is not directed to or intended for individuals under the age of eighteen (18). FST does not intentionally or knowingly collect, use, or disclose Personal Data or other information on this Website or otherwise from individuals we know are under 18. We request that these individuals under 18 years of age do not provide Personal Data or other information to FST.

3. CATEGORIES OF PERSONAL DATA THAT WE COLLECT & DISCLOSE TO AGENTS

- a. In the past twelve (12) months, FST has collected, and/or disclosed to Agents, Personal Data of Users that may include any of the following information:
 - i. User’s name, postal address, email address, IP address, telephone number;
 - ii. Characteristics of protected classifications under applicable law;
 - iii. Geolocation Data;
 - iv. Professional or employment-related information; and/or
 - v. Education information.

4. HOW AND WHY WE SHARE YOUR PERSONAL DATA

- a. FST does not sell your Personal Data to any third parties.
- b. We use your Personal Data to improve your experience with FST and our Website. Examples include, but are not limited to: responding to quote requests, marketing and advertising services, conducting surveys, notifying users about changes to our Website, FST news or services, presenting our Website and relevant content to you.
- c. We may disclose or share your Personal Data in the following ways:

- i. We will share your Personal Data with Agents with whom FST is under contract. For example, we retain an Agent to help FST develop marketing and/or advertising content you may find useful. To better serve our Users relevant content, we may share your Personal Data with these Agents.
- ii. We may disclose Personal Data when necessary to comply with federal, state, or local laws, or to protect the rights, property, or safety of FST, our users, our employees or others.
- iii. We may disclose or provide a User's Personal Data in connection with the exercise of legal claims, defend legal claims or in response to a valid subpoena, warrant, court order or other legal process.

5. HOW WE COLLECT YOUR PERSONAL DATA

a. Data that you provide voluntarily to FST

- i. When you use our Website, portals, social media products or services, we may request Personal Data voluntarily. For example, we may ask you to provide your name, email, phone number, company, and information you enter into request forms. We use this information to create and administer your account, send marketing communication, provide product updates, and respond to your inquiries.

b. Surveys

- i. FST may request Users to participate in surveys. Participation in any survey is voluntary. Examples include but are not limited to: asking our clients for feedback on how we are performing as a business partner or surveying Users on their experiences with our Website. Survey information is used for monitoring feedback or improving the functionality of FST services or the Website. FST may use third-party service providers to administer surveys. Users' participation in the surveys administered by third parties is subject to the terms and conditions of such third parties.

c. Job Applications

- i. If you complete a job application, you may provide FST with your Personal Data, resume, cover letter, or other relevant information. FST may use this information for the purpose of assessing your application or inquiry. Unless directed, FST may keep this information on file to contact you about current or future opportunities.

d. Other technologies

- i. FST collects information through other technology resources. For example, when Users visit the Website, we may collect your Internet Protocol (IP) address, domain name, and website you passed through to reach our Website. This information collected may be used to send Users marketing messages from FST.

e. Cookies and similar tracking technology

- i. A cookie is a piece of text that is entered into the memory of your browser, allowing the Website to store information on your machine and remember certain information. FST may use cookies to distinguish you from other Users and better serve you when you return to the Website. Cookies enable us, and our Agents, to track and target the interest of Users and enhance your experience on our Website.
- ii. Most browsers automatically accept cookies. You can modify your browser setting to decline cookies by visiting the Settings or Help section of your browser. If you choose to decline cookies, some features of our Website may not function properly.

6. HOW WE RETAIN AND PROTECT YOUR PERSONAL DATA

- a. We retain Personal Data we collect from you only as long as necessary for the purpose of which the Personal Data was collected and where we have an ongoing legitimate business need to do so.
- b. If we have no legitimate need for your Personal Data, FST will securely destroy, erase, or delete your information.
- c. We limit the use of a User's Personal Data to only what is necessary to accomplish the purpose of what the intended use of the data. We restrict access to your Personal Data to individuals who need access to accomplish intended purposes. To help maintain the security of your data, we use administrative, physical, and technical safeguards. These include protocols and processes that securely maintain your Personal Data, assess potential threats and protect against unauthorized access a User's Personal Data.

7. YOUR RIGHTS

- a. You have the right to be notified of what information is being collected and for what purpose, at or before the point of collection. At any time, you have the ability to access and edit your data.
- b. You have the right to opt-out of marketing communications. You can exercise this right by clicking on the "unsubscribe" link in any marketing email you receive from FST. Alternatively, you can contact FST under Section 8 of this Privacy Policy.
- c. California residents have the right to request, free of charge, from FST: the specific pieces of Personal Data that have been collected about you; deletion of your Personal Data; information regarding the categories of the Personal Data that will be collected and the purposes for which said data will be used; and the categories of third parties with whom the data will be shared. You can exercise any of these rights by contacting us using the details provided under Section 8 of this Privacy Policy.
- d. California residents have the right to equal service, price, and to not be discriminated against for exercising any of your data privacy rights.
- e. California Civil Code Section § 1798.83 permits users of our Website that are California residents to request certain information regarding our disclosure of Personal Data to third parties for their direct marketing purposes.
- f. Users have all applicable rights under the California Consumer Privacy Act, available [here](#).

8. ACCESS

To exercise your rights and/or request access to your Personal Data, edit, or request deletion of any Personal Data, please call us toll-free at 800-758-4599, send an email to smckinniss@fstlogistics.com or write to us at:

FST Logistics, Inc.
Attn: Sara McKinniss - Privacy
2955 Charter Street
Columbus, Ohio 43228

9. DISCLAIMERS AND GENERAL INFORMATION

- a. FST IS PROVIDING THIS WEBSITE AND ITS CONTENTS "AS IS" WITHOUT ANY OBLIGATIONS, LIABILITIES, OR WARRANTIES, EXPRESS OR IMPLIED, WHATSOEVER TO ANYONE WHO CHOOSES TO ACCESS THIS WEBSITE AND/OR PROVIDE PERSONAL DATA OR OTHER INFORMATION. EACH

USER EXPRESSLY ACKNOWLEDGES THAT USE OF THIS WEBSITE AND ITS CONTENTS IS AT THE USER'S SOLE RISK. FST DOES NOT WARRANT THAT THIS WEBSITE OR ANY OF ITS CONTENTS WILL BE CONTINUOUSLY AVAILABLE, ACCESSIBLE, NON-INFRINGEMENT, OR FREE OF ERRORS OR VIRUSES OR ANYTHING ELSE MANIFESTING CONTAMINATING OR DESTRUCTIVE PROPERTIES, OR THAT THE INFORMATION CONTAINED IN IT IS ACCURATE OR RELIABLE. FST WILL NOT BE LIABLE FOR ANY DAMAGES OR INJURY (INCLUDING INDIRECT, SPECIAL, AND CONSEQUENTIAL DAMAGES) THAT MAY RESULT FROM THE USE OF OR INABILITY TO USE ANY PART OF THE WEBSITE, OR FROM ANYTHING YOU SUBMIT OR PROVIDE ON OR THROUGH THE WEBSITE.

- b. This Website and Privacy Policy are created and controlled pursuant to the laws of the State of Ohio, which shall be the law giving effect to and interpretation of all terms and conditions hereunder, without regard to conflict of law principles. Any action arising out of or pertaining to the use of this Website or this Privacy Policy shall be brought in the State of Ohio with Franklin County the venue for such action. By using this Website, you submit to the exclusive jurisdiction of the courts of Franklin County in the State of Ohio and of the United States of America.
- c. This Privacy Policy will be updated at least every 12 months in accordance with applicable law.

Last Updated: September 1, 2020