

MEIKO AMERICA PRIVACY POLICY AND CALIFORNIA CONSUMER PRIVACY ACT ("CCPA") NOTICE

This Privacy Policy (the "Policy") tells you how we collect, use and share information we collect through any devices connected to our network, our website ("Site") and information that may be submitted by individuals, effective as of the date posted below. By using or submitting any information through our network, you agree that we may use and disclose your information according to the terms of this Policy. We may amend this Policy from time to time. The Policy in effect at the time we use any such information will govern how we may use your information. If we make material changes we will post the revised Policy and the revised effective date on this Site. Please check back here from time to time to review any changes.

Your CCPA Rights and Choices

As of January 1, 2020, verified California residents have the right to:

- request and receive disclosure of our personal information collection practices during the prior 12 months, including the categories of personal information we collect, the categories of sources of such information, our business purpose for collecting or sharing such information, and the categories of third parties with whom we share such information;
- request and receive a copy of the personal information we have collected about them during the prior 12 months;
- request and receive disclosure of our information sharing practices during the prior 12 months, including a list of the categories of personal information sold with the category of third party recipients and a list of the categories of personal information that we disclosed for a business purpose;
- request that we not sell personal information about them; and
- request that we delete (and direct our service providers to delete) their personal information subject to certain exceptions.

For purposes of the CCPA, personal information means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular California resident or household.

In order to make a request for disclosure California residents may contact us by calling this toll free number 1-855-343-5933 or email: hrd@meikoamerica.com. We will ask you for information that allows us to reasonably verify your identity (that you are the person about whom we collected personal information) and will use that information only for that purpose. We may request that you submit a signed statement under penalty of perjury that you are the individual you claim to be. We will acknowledge receipt of your request within 10 business days and will endeavor to respond within 45 calendar days of receipt of your request, but if we require more time (up to an additional 45 calendar days) we will notify you of our need for additional time. For requests that we not sell your information we will comply with your request within 15 business days. We cannot respond to your request or provide you with personal information if we cannot verify your identity and confirm that the personal information relates to you.

You may make a request for disclosure of our information collection practices, the information we collected about you, or our sharing practices up to twice within a 12-month period. You may make a request that we not sell information or for deletion of your information at any time.

For requests for a copy of the personal information we have collected during the 12 months prior to your request we will endeavor to provide the information in a format that is readily useable, including by mailing you a paper copy or providing an electronic copy to your registered account, if you have registered an account with us.

For requests for deletion of your information please understand that California law permits us to retain certain information and not to delete it under certain circumstances. By way of example, we are not required to comply with a request to delete information if the information is necessary for us to complete a transaction for you or otherwise perform a contract; to detect, protect against, or prosecute security incidents, fraud or illegal activity; to use the information only internally in ways reasonably aligned with your expectations as our customer (such as maintaining sales records), and to comply with legal obligations. If we receive such a request from you we will notify any service providers we have engaged to delete your information as well.

Using an Authorized Agent

You may submit a request through someone holding a formal Power of Attorney. Otherwise, you may submit a request using an authorized agent only if (1) the person is registered with the Secretary of State to do business in California, (2) you provide the authorized agent with signed written permission to make a request, (3) you verify directly with us that you have authorize the person to make the request on your behalf, (4) you verify your own identity directly with us and (5) your agent provides us with proof that they are so authorized. We will require the agent to submit proof to us that they have been authorized to make requests on your behalf.

Non-Discrimination

We will not discriminate against you as a result of your exercise of any of these rights.

Information We Collect and How it is Used

We do not sell your information for monetary consideration and we do not disclose your information for other valuable consideration. If, in the future, we enter into arrangements that fall within the definition of a “sale” under the CCPA, we will update this privacy Policy and our compliance with the CCPA.

We may reveal information about you to unaffiliated third parties: (1) if you request or authorize it; (2) if the information is provided to help complete a transaction for you; (3) if the information is provided to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, to enforce our terms of use or other agreements, or to protect our rights, property or safety or the rights, property or safety of our users or others (e.g., to a consumer reporting agency for fraud protection etc.); (4) if the disclosure is done as part of a purchase, transfer or sale of services or assets (e.g., in the event that substantially all of our assets are acquired by another party, customer information may be one of the transferred assets); (5) if the information is provided to our agents, outside vendors or service providers to perform functions on our behalf (e.g., analyzing data, providing marketing assistance, providing customer service, processing orders, etc.); or (6) as otherwise described in this notice. We do not share personal information with third parties for their direct marketing use.

During the past 12 months, we have collected the following categories of information from the listed sources, used it for the listed business purposes and shared it with the listed categories of third parties. The categories of information include information we collect from our website visitors, registered users, employees, vendors, suppliers, and any other person that interacts with us either online or offline. Not all information is collected about all individuals. For instance, we may collect different information from applicants for employment or from vendors or from customers.

Category Of Information Collected	Sources of Information	Business Purposes for Use	Categories of Third Parties We May Share or Disclose this Information to
Identifiers (name, alias, postal address, email address, phone number, fax number, account name, Social Security number, driver's license number, passport number, unique personal identifier, IP address)	Individuals submitting information to us; Information we automatically collect from Site visitors. information we may receive from third-party marketing and data partners; business contacts submitting information.	Auditing relating to transactions; security detection, protection and enforcement; performing services for you; internal research and development; quality control.	Service providers (such as payment processors, employee benefits partners, shipping partners, legal or accounting providers). affiliated companies; government regulators; law enforcement, upon legal requests.
Sensitive Information (name with financial account, medical, health, and health insurance information, user name and password)	Employment applications; Employees or business contacts submitting information.	Auditing relating to transactions; security detection, protection and enforcement; performing services for you.	Service providers (such as payment processors, employee benefits partners); affiliated companies; government regulators; law enforcement, upon legal requests.
Protected classification information (race, ethnicity, gender)	Employment applications; Employees or business contacts submitting information.	Compliance with legal obligations; performing services for you.	Service providers (such as employee benefits partners); affiliated companies; government regulators; law enforcement, upon legal requests.

<p>Commercial information (transaction history, services purchased, obtained or considered, service preference)</p>	<p>Business customer submitting information.</p>	<p>Auditing relating to transactions; security detection, protection and enforcement; performing services to you; internal research and development; quality control.</p>	<p>Service providers (such as payment processors, shipping partners, legal or accounting partners), affiliated companies; government regulators; law enforcement, upon legal requests.</p>
<p>Audio, video or similar information , security monitoring)</p>	<p>Individuals submitting information information we collect for security purposes; information collected from security footage at company facilities.</p>	<p>security detection, protection and enforcement; performing services for you; internal research and development; quality control.</p>	<p>Service providers (such as security services); affiliated companies; government regulators; law enforcement, upon legal requests.</p>
<p>Biometrics</p>	<p>Information we collect for security purposes; Employees or business contacts submitting information.</p>	<p>Security detection, protection and enforcement; performing services for you.</p>	<p>Service providers (such as security services); affiliated companies; government regulators; law enforcement, upon legal requests.</p>

Geolocation	Information we collect through any devices connected to our network services.	performing services for you.	Not shared or disclosed unless required or compelled by applicable law, regulation, or legal or administrative processes.
Professional, educational or employment related information	Information submitted by individuals; information received from third parties in connection with vendor or employment status or applications; information we observe in connection with vendor or employment oversight.	Employee and vendor management and administration; performing services for you.	Service providers (such as, employee benefits partners, legal or accounting partners); affiliated companies; government regulators; law enforcement, upon legal requests.
Electronic or Network Activity	Information we may automatically collect through company owned devices.	Security Detection, protection and enforcement; Quality control.	Not shared or disclosed unless required or compelled by applicable law, regulation, or legal or administrative processes.
Inference from the above (preferences, characteristics, abilities, etc.)	Internal analytics	Auditing relating to transactions; internal research and development.	Not shared or disclosed unless required or compelled by applicable law, regulation, or legal or administrative processes.

*More specifically, the business purposes include:

1. Performing services for you:
 - To administer or otherwise carry out our obligations in relation to any agreement to which we are a party;
 - To assist you in completing a transaction or order;
 - To allow tracking of shipments;
 - To prepare and process invoices;
 - To respond to queries or requests and to provide services and support;
 - To provide after sales customer relationship management;
 - To create and manage our customer accounts;
 - To notify you about changes to our services;
 - To provide you information regarding our services,

- To offer our services to you in a personalized way, for example, we may provide suggestions based on your previous requests to enable you to identify suitable services more quickly.
2. Auditing relating to transactions, internal research and development:
 - To provide for internal business administration and operations, including troubleshooting;
 - To create services that may meet your needs.
 3. Security detection, protection and enforcement; functionality debugging, error repair:
 - As part of our efforts to keep our Sites safe and secure;
 - To ensure the security of your account and our business, preventing or detecting fraud, malicious activity or abuses of our network, for example, by requesting verification information in order to reset your account password (if applicable);
 - To ensure the physical security of our premises through the monitoring of surveillance images;
 - To resolve disputes, to protect the rights, safety and interests ourselves, our users or others, and to comply with our legal obligations.
 4. Quality control:
 - To monitor quality control and ensure compliance with our legal obligations, codes and ordinances, policies and procedures.

We may allow selected third parties to place cookies through the Site to provide us with better insights into the use of the Site or user demographics or to provide relevant advertising to you. These third parties may collect information about a consumer's online activities over time and across different websites when he or she uses our website. We may also permit third party service providers to place cookies through our Site to perform analytic or marketing functions where you are notified of them and you have consented to the usage. We do not control the use of such third party cookies or the resulting information and we are not responsible for any actions or policies of such third parties. We do not use technology that recognizes a "do-not-track" signal from your web browser.

Children's Privacy

This Site is not designed nor intended to be attractive to use by children under the age of 16. We do not knowingly collect information from children under the age of 16. If you are under 16 please do not submit any information to us.

Do Not Track and Cookies

We do not use technology that recognizes a "do-not-track" signal from your web browser. We do not permit third parties to collect information about our Site visitors' online activities over time or across other websites. We may use cookies that help our Site function; you can choose to reject cookies by adjusting your browser settings but some parts of our Site may not function properly or at all.

For Site Visitors from Nevada

We do not transfer personal information for monetary consideration.

Security

We use reasonable technical, administrative and physical measures to protect information contained in our system against misuse, loss or alteration, but no method of electronic transmission or storage is 100% secure.

Updating Your Information

To update any information you have provided us please contact us using the information below.

Contacting us

This Site is owned and operated by Meiko America Inc. If you have any questions regarding our privacy practices as it relates to this Policy, you can contact us at this toll free phone number 1-855-343-5933 or email: hrd@meikoamerica.com.

Changes to this Notice

We reserve the right to amend this notice from time to time consistent with the requirements of the CCPA.

This privacy notice was last updated 08/21/2020.