

# Privacy Policy

**Drive with Kb**, (“**Drive with Kb**”, “**Kb**”, “**We**” or “**Us**”), is committed to protecting your privacy. We make the “Drive with Kb” web portal located at [www.kbemployment.com](http://www.kbemployment.com), including all subpages and successor pages (together the “**Website**”), together with our Services as further described in our Terms of Service (the “**Services**”). This Privacy Policy describes how We collect, use and disclose information about our users through the Website and Services.

**Consent: By using the Website or our Service, you consent to the use of your Personal Information as described in this Privacy Policy.** Except as set forth in this Privacy Policy, your Personal Information will not be used for any other purpose without your consent. You may withdraw your consent to our processing of your Personal Information at any time. However, withdrawing consent may result in your inability to continue using the Website, App and/or the Services.

**Collection of Information:** We aim to collect, use and disclose only Personal Information as is required to enable Us to manage your Account (as defined in our Terms of Service), to provide the Services, to maintain our customer/visitor lists, to respond to your inquiries or provide feedback, for identification and authentication purposes and for service improvement.

Two types of information may be collected through the Website and our Services: Personal Information and Non-Personal Information. This Privacy Policy does not extend to the collection, use or disclosure of Non-Personal Information (as defined further below).

**"Personal Information"** is any information about an identifiable individual, such as your name, telephone number, address, e-mail address, and credit card information. At the time of collection, We will clearly identify the information being collected and the purposes for which it will be used. It is always your choice whether or not to provide Personal Information but if you choose not to provide certain requested Personal Information, your access to and use of the Website, App or Services may be limited. We may collect Personal Information when you register for an account on the

Website and/or Services, during communications with you and/or when you make purchases through the Services, through user support, and/or by way of user surveys.

**"Non-Personal Information"** is information of an anonymous nature that is not capable of being linked to an identifiable and may include an Internet Protocol Address (IP Address), the domain used to access the Website, App and/or Services, and the type and version of browser or operating system being used by visitors to the website when the foregoing is not linked to an individual. It also includes aggregate information, such as demographic statistics of our users (e.g. average age or geographical allocation of our users), number of visitors, webpages accessed, and average time spent on the Website, App and/or Services. Business contact information such as the name, title, business address, e-mail address, or telephone number of a business or Driver person or an employee of an organization is generally not considered Personal Information under applicable privacy laws.

Non-Personal Information is collected or derived by Us in the course of operating this Website, App, and the Services. For example, our web servers may automatically collect Non-Personal Information that is provided through your browser or stored in a cookie when you choose to visit the Website, App and/or use the Services.

**Use of Information:** We collect Personal Information for the following purposes:

**Registration:** To create either a Carrier or Driver Account for accessing the Service, you must provide certain Personal Information to us.

To register for a Driver Account, you must provide Us with your full name, telephone number and email address to allow Us to communicate with you. We collect your address and location to allow Us to show you projects in our area. You must also provide certain resume and bio information to order to apply for jobs, such as education and employment history, years of experience, work experience in the transportation industry, age range, pay expectations, shift preferences, driver license type, current driver abstract, CVOR, background clearance, location of services, whether you are independent, and insurance details. You have the option to provide additional Personal Information, such as a profile picture, in your Account profile. The Personal Information you upload to your Driver Account will be viewable by Carriers.

To register for a Carrier account, We collect the full name of the person creating the account, as well as the company name and contact information.

You have the option of using credentials from a third-party website (for example, your log-in credentials for Facebook or LinkedIn). If you provide your third-party account credentials to us, you understand some content and/or information in those accounts may be transmitted into your account with Us if you authorize such transmissions. We will not store your third-party username or password information.

**Statistics:** We also collect statistics about use of the Services used through the Website. We use this information to improve the Services and available products. This information will be kept confidential, however, aggregate statistics that do not personally identify an individual will be kept by Us and such aggregate statistics may be made available to third parties.

**System Logs & Cookies:** We may use cookies to track content usage and traffic on the Website and/or Services. A cookie is a feature of your web browser that consists of a text file that is placed on your hard disk by a web server. The Website and Services may use cookies to help it compile aggregate statistics about usage of this Website and/or Services, such as how many users visit the Website and/or Services, how long users spend viewing the Website and/or Services, and what pages are viewed most often. This information is used to improve the content of the Website and/or Services. You can set your browser to notify you when you are sent a cookie. This gives you the chance to decide whether or not to accept it. If you disable cookies, you may not be able to take advantage of all the features of the Website and/or Services. We do not link any of the information We use in cookies to any Personal Information submitted by you when you are on the Website and/or using the Services.

**Advertisements:** We also use cookies and pixels (including Facebook Analytics and Google Analytics) to track pages viewed on our website and use this information to better understand our Website traffic, send targeted advertising to users on third-party websites, create custom advertising audiences to send targeted ads via email and on third-party sites, and to analyze responses to advertising.

Third-Party Advertisements: Advertisements appearing on the Website may be delivered by us or one or more third-party web advertisers. These third-party web advertisers may set cookies. These cookies allow the advertisement server operated by that third party to recognize your computer each time they send you an online advertisement. Accordingly, advertisement servers may compile information about where or whether you viewed their advertisements and which advertisements you clicked on. This information allows web advertisers to deliver targeted advertisements that they believe will be of most interest to you. The Privacy Policy applies to cookies placed on your computer by us, but does not cover the use of cookies by any third-party web advertisers. For the privacy practices of such third-party web advertisers, you should consult the applicable privacy policy for the relevant third-party web advertiser(s).

If We plan to use your Personal Information in the future for any other purposes not identified above, We will only do so after informing you by updating this Privacy Policy. See further the section of this Privacy Policy entitled '*Amendment of this Policy*'.

**Disclosures & Transfers:** We have put in place contractual and other organizational safeguards with our agents to provide a reasonable level of protection for your Personal Information (see further *Security* below). In addition to those measures, We will not disclose or transfer your Personal Information to third parties without your permission, except as specified in this Privacy Policy (see further *Important Exceptions* below).

From time to time We may employ third parties to help Us improve or otherwise make available features on the Website, App and/or the Services, whether through the provision of maintenance services, database management, Web analytics or otherwise.

Kb may provide Personal Information collected from you, to its service providers as necessary to enable the service provider to perform its obligations to us. In particular,

Our servers are located in the United States and India (although this location may change from time to time) and accordingly your Personal Information may be available to the U.S. government or its agencies under a lawful order, irrespective of the safeguards We have put in place for the protection of your Personal Information. By using our Website, App and Services, you consent to the hosting of your Personal Information in the United States and India. We reserve the right to store and process Personal Information in other jurisdictions and will use commercially reasonable efforts

to provide you with at least 30 days' notice of any such changes in the processing location.

**Important Exceptions:** We may disclose your Personal Information to third parties without your consent, where permitted or required by law, for example if We have reason to believe that disclosing this information is necessary to identify, contact or bring legal action against someone who may be causing injury to or interference with (either intentionally or unintentionally) our rights or property, other users, or anyone else (including the rights or property of anyone else) that could be harmed by such activities. We may disclose Personal Information when We believe in good faith that such disclosure is required by and/or in accordance with the law.

We may also disclose your Personal Information in connection with a corporate re-organization, a merger or amalgamation with another entity, a sale of all or a substantial portion of our assets or stock, including any due diligence exercise carried out in relation to the same, provided that the information disclosed continues to be used for the purposes permitted by this Privacy Policy by the entity acquiring the information.

**Security:** The security of your Personal Information is important to us. We use commercially reasonable efforts to store and maintain your Personal Information in a secure environment. We take technical, contractual, administrative, and physical security steps designed to protect Personal Information that you provide to us. We have implemented procedures designed to limit the dissemination of your Personal Information to only such designated staff or other permitted persons or companies as are reasonably necessary to carry out the stated purposes We have communicated to you.

**Retention:** We will keep your Personal Information for as long as it remains necessary for the identified purpose or as required by law, which may extend beyond the termination of our relationship with you. We may retain certain data as necessary to prevent fraud or future abuse, or for legitimate business purposes, such as analysis of aggregated, Non-personal Information, Account recovery, or if required by law. All retained Personal Information will remain subject to the terms of this Privacy Policy.

**Amendment of this Policy:** We reserve the right to change this Privacy Policy at any time. If We decide to change this Privacy Policy in the future, We will post an appropriate notice on the home page at [www.kbemployment.ca](http://www.kbemployment.ca).

Any changes (such as clarifications) to this Privacy Policy will become effective 30 days from their posting on the Website, App or Services. Unless stated otherwise, our current Privacy Policy applies to all Personal Information that We have about you. The date on which the latest update was made is indicated at the bottom of this document. We recommend that you print a copy of this Privacy Policy for your reference and revisit this policy from time to time to ensure you are aware of any changes. Your continued use of the Website, App and/or Services signifies your acceptance of any changes.

**Access and Accuracy:** You have the right to access the Personal Information We hold about you in order to verify the Personal Information We have collected in respect to you and to have a general account of our uses of that Personal Information. Upon receipt of your written request, We will provide you with a copy of your Personal Information although in certain limited circumstances, We may not be able to make all relevant Personal Information available to you such as where that information also pertains to another individual or as otherwise required or permitted by law. In such circumstances We will provide reasons for the denial to you upon request. We will endeavor to deal with all requests for access and modifications in a timely manner.

We will make every reasonable effort to keep your Personal Information accurate and up to date, and We will provide you with mechanisms to update, correct, delete or add to your Personal Information as appropriate. As appropriate, this amended Personal Information will be transmitted to those parties to which We are permitted to disclose your information. Having accurate Personal Information about you enables Us to give you the best possible service.

**Contact Us:** You can help by keeping Us informed of any changes to your Personal Information. If you would like to access your information, have any questions, concerns, comments or suggestions, or if you find any errors in our information about you, please contact our Privacy Officer via email at [privacy@kbemployment.ca](mailto:privacy@kbemployment.ca) or by mail at 4404 Lismer Lane, London ON N6L 0E1.

**Last Updated: May 10th, 2020**