

Delivery Drivers, Inc. is an administrative firm providing services to self-employed transportation professionals, who provide on-demand delivery.

Delivery Drivers, Inc. understands that privacy is important to our Users. This Privacy Policy (“Policy”) describes how DDI. (“Delivery Drivers, Inc.,” “we,” “our,” or “us”) collects and uses Personal Information (as defined below).

This Policy applies to Delivery Drivers, Inc.’s website, mobile application, API, and any other online services offered by Delivery Drivers, Inc., its affiliates, or subsidiaries (collectively, the “Services”).

In this Policy, we refer to Users, Prospective Clients, and site visitors as “you” or “your.”

“Prospective Clients” means individuals who are inquiring about utilizing Delivery Drivers, Inc. Services.

“Affiliated partners” means Delivery Drivers, Inc.’s companies who provide business opportunities to self-employed on-demand delivery drivers who use the Delivery Drivers, Inc. Services.

All capitalized terms that are not defined herein have the definitions given them in our Terms of Service. By using our Services, you agree to this Privacy Policy and our Terms of Service.

## **1. INFORMATION DELIVERY DRIVERS, INC. COLLECTS**

“Personal Information” is information that relates to an identified or identifiable individual.

You may choose to provide Personal Information to Delivery Drivers, Inc. in order to create an account, inquire about a business opportunity, or otherwise interact with the Services. The Personal Information you will be asked to provide depends on your interaction with the Services, as explained below.

No site visitor is required to submit Personal Information on Delivery Drivers, Inc. Services, and no Prospective Client is required to start or finish an enrollment into our network. Please do not submit any information through the Delivery Drivers, Inc. Services that you do not want Delivery Drivers, Inc. to see.

### **Information that We Collect Directly Through the Delivery Drivers, Inc. Services**

We collect, store, process and disclose Personal Information belonging to Prospective Clients who inquire about business opportunities in the on-demand delivery space.

**Inquiries.** In the event you choose to inquire about a specific business opportunity, we will display the information fields affiliated-partners have requested be collected from Prospective Clients. Such information could include your name, photo, contact information, Social Security number, driver’s license number, passport number, residence and/or business address, and other information typically found on a job application such

as your job history, education level, age, specialized skill set, and other information requested by the affiliated partner. This may also include documents you need to submit that reflect your identity or other information about you, such as your passport.

While Prospective Clients are in no way required to supply this information to us, please be advised that the affiliated partner may choose to ignore applications for positions that do not contain the requested information.

Delivery Drivers, Inc. does not control and is not responsible for the privacy practices of our Affiliated Partners. Please review the Affiliated Partner's privacy policy, terms of use, or policies to learn more about their information practices, including their use of service providers like Delivery Drivers, Inc.. If you have questions about a specific Affiliated Partner's privacy practices, please reach out to the Affiliated Partner directly.

**Log data and metadata.** We maintain logs of when and how you complete important steps in the formal inquiry process or take certain actions using the Service, such as sending a message, completing inquiry steps, or uploading business documents.

We may collect log file information about your browser or mobile device each time you access the Service, including information such as your Internet Protocol ("IP") address, browser type, information about your mobile device, including unique device identifier, referring/exit URLs, time you visit the Services, and how you interact with links on the Services, domain names, landing pages, pages viewed, and other such information.

### **Cookies, Web Beacons, and Similar Mechanisms**

We and our third-party partners may automatically collect certain types of usage information when you visit our website or use our Service.

**Cookies.** For instance, when you visit our websites, we may send one or more cookies—a small text file containing a string of alphanumeric characters—to your computer that uniquely identifies your browser.

**Web Beacons.** Small graphic images (also known as "pixel tags" or "clear GIFs") may be included on our Services or in our emails. Web beacons typically work in conjunction with cookies to help Delivery Drivers, Inc. and Affiliated Partners understand our Users and their behavior. Web beacons do not collect or track Personal Information.

**Use of data collected through these mechanisms.** We may use metadata or the data collected through cookies, log files, device identifiers, location data and clear GIF information to: (a) remember information so that you will not have to re-enter it during your visit or the next time you visit the site; (b) provide custom, personalized content and information, including advertising; (c) provide and monitor the effectiveness of our Service; (d) understand how you use the Services (e.g., the pages you view, the links you click, how frequently you access the Service, and other actions you take on the Service); (e) monitor aggregate metrics such as total number of visitors, traffic, usage, and demographic patterns on our website and our Service; (f) diagnose or fix technology problems; and (g) otherwise to plan for and enhance our Services.

## **Analytics and Do Not Track**

**Analytics.** We may also collect analytics data, or use third-party analytics tools, to help us measure traffic and usage trends for the Service. These tools collect information sent by your browser or mobile device, including the pages you visit, your use of third-party applications, and other information that assists us in analyzing and improving the Service. These analytics tools may use IP address but do not use other Personal Information.

**Do Not Track.** Although we do our best to honor the privacy preferences of our Users, we do not respond to Do Not Track signals from your browser at this time.

## **2. HOW DELIVERY DRIVERS, INC. USES INFORMATION IT COLLECTS**

We process your Personal Information for a variety of legitimate business purposes, or with your consent, as outlined below.

### **To Provide the Services**

We use information we collect, including Personal Information, to operate, maintain, analyze and improve, and provide the Services, including to facilitate your business inquiries.

Additionally, Delivery Drivers, Inc. may use information, including Personal Information to:

- Manage accounts
- Respond to questions, comments, or other requests
- Provide access to certain features or functionalities of the Service
- Measure interest in Delivery Drivers, Inc. Services
- Develop new products or Services or improve existing products and Services, including research and development efforts
- Ensure internal quality control
- Verify individuals' identity
- Comply with legal requirements
- Prevent potentially prohibited or illegal uses of the Services or enforce our Terms of Use
- Tailor content, advertisements, and offers
- Notify you of products, services, or offers that may be of interest to you
- For other purposes disclosed at the time you provide Personal Information
- Otherwise with your consent.

### **To Communicate With You**

We may use the information we collect to communicate with you, such as to send you email messages or text messages with your consent, or to permit other Users of the Services to send you such messages, and to follow up with you to offer information about our Services and your account. We may also send you Service-related emails or messages (e.g., account verification, transactional communications, change or updates to features of the Service, technical and security notices).

## **To Prioritize Prospective Clients for our Affiliated Partners**

If our Affiliated Partner opts in, Delivery Drivers, Inc. will automatically analyze Prospective Client data based on the preferences of our Affiliated Partners in order to prioritize formal inquiries for our Affiliated Partners' review. Inquiry priority is determined by our Affiliated Partners' preferences, as well as by how complete your profile is.

### **3. HOW DELIVERY DRIVERS, INC. MAY DISCLOSE YOUR INFORMATION**

#### **To Facilitate Your Inquiry**

We may share your Personal Information:

1. With the Affiliated Partner who listed the business opportunity you've inquired about if you instruct the Delivery Drivers, Inc. Services to submit the information on your behalf;
2. With a background check or identity verification service such as Checkr, where an Affiliated partner has requested background checks or identity verification as part of their criteria;
3. To obtain and verify your electronic signature where appropriate to a particular position application, or where otherwise requested by an Affiliated Partner in connection with a certain type of business opportunity;
4. To enable, effect, and facilitate messaging and conversation between Prospective Clients and Affiliated Partners via SMS or phone;
5. To provide our Affiliated Partners with the opportunity to leverage a learning management system to onboard a Prospective Client.

#### **With Third-Party Service Providers**

Delivery Drivers, Inc. uses third-party service providers to operate our Services, and those third-party service providers may have access to account information. Delivery Drivers, Inc. has executed appropriate contracts with the service providers that prohibit them from using or sharing Personal Information except as necessary to perform the contracted services on our behalf or to comply with applicable legal requirements.

#### **With the Public**

To the extent that we provide forums, blogs, or bulletins that allow you to post User-generated content, such content may become available to the public and to other members of the Service. If you remove information that you posted to the Service, copies may remain viewable in cached and archived pages of the Service, or if other Users have copied or saved that information.

#### **Other**

Additionally, we may share information about you in these instances:

6. In connection with a company transaction, such as a merger, sale of company assets or shares, reorganization, financing, change of control or acquisition of all

or a portion of our business by another company or third party or in the event of a bankruptcy or related or similar proceedings; and

7. As required by law or subpoena or if we reasonably believe that such action is necessary to (a) comply with the law and the reasonable requests of law enforcement; (b) to exercise or protect the rights, property, or personal safety of Delivery Drivers, Inc., our Users, or others.

### **Anonymized/De-Identified Information**

We may also aggregate or otherwise strip data of all personally identifying characteristics and may share that aggregated or anonymized data with third parties.

## **2. RETENTION OF YOUR INFORMATION**

Delivery Drivers, Inc. retains the Personal Information it receives as described in this Policy for as long as you use the Services or as necessary to fulfill the purpose for which it was collected, provide our products and Services, resolve disputes, establish legal defenses, conduct audits, pursue legitimate business purposes, enforce our agreements, and comply with applicable laws.

## **3. YOUR CHOICES AND RIGHTS**

You have the right to access, update, and/or correct information about you stored on Delivery Drivers, Inc.'s systems and to control your communications preferences.

### **How to Control Your Communications Preferences**

You can stop receiving promotional email communications from us by requesting your removal from our marketing list(s). We make every effort to promptly process all unsubscribe requests.

Note that you will continue to receive Service-related communications (e.g., account verification, transactional communications, changes/updates to features of the Service, technical and security notices).

Also note that others, such as Affiliated Partners, may contact you through or outside of Delivery Drivers, Inc.'s Services and Delivery Drivers, Inc. may not be able to control your preferences for those types of communications. Contact our Affiliated Partner directly to learn more about how to opt out of communications from them.

### **Rights of Access, Portability, Rectification, Erasure, and Restriction**

You may inquire as to whether Delivery Drivers, Inc. is processing Personal Information about you, request access to that Personal Information, request your information in a portable format, restrict processing, and ask that we correct, amend, or delete your Personal Information where it is inaccurate.

**Accessing and Modifying Your Personal Information.** You may view and modify your Personal Information through your account settings.

If at any time you believe that an item of Personal Information about you is inaccurate and it cannot be updated through account settings, please contact us as described below as soon as possible with a description of the inaccuracy and the desired correction. We are committed to helping to maintain the accuracy and integrity of Personal Information we hold about you and endeavor to respond to rectification requests in a reasonable timeframe.

Note that we may not be able to modify your information in all circumstances. For example, information we collect in the course of providing the Services is shared with our Affiliated Partner and we do not control that information once it has been shared with our Affiliated Partner.

**Erasing Your Personal Information.** If you wish to erase the Personal Information Delivery Drivers, Inc. holds about you, please contact us as described below.

Note that in some cases we may not be able to erase your Personal Information, in which case we will let you know if we are unable to do so and why.

**Restriction and Portability Requests.** If you wish to restrict Delivery Drivers, Inc.'s processing of your data or wish to request information Delivery Drivers, Inc. holds about you in a portable format, please contact us as described below.

If you have any questions about reviewing, modifying or deleting your account information, contact us as described below.

#### 4. INTERNATIONAL USERS

Your Personal Information collected through the Services may be stored and processed in the United States and in any other country in which Delivery Drivers, Inc. or its subsidiaries, affiliates or service providers maintain facilities.

If you are located in the European Union or other regions with laws governing data collection and use that may differ from U.S. law, please note that we will transfer information, including Personal Information, to a country and jurisdiction that does not have the same data protection laws as your jurisdiction, and you consent to the transfer of information to the U.S. or any other country in which Delivery Drivers, Inc. or its parent, subsidiaries, affiliates or service providers maintain facilities and the use and disclosure of information about you as described in this Privacy Policy.

By choosing to visit our website and use our Services, you agree that any dispute over privacy or the terms contained in this Privacy Policy will be governed by the laws of the State of California, and the adjudication of any disputes arising in connection with Delivery Drivers, Inc. or its Services will be in accordance with this Policy and Delivery Drivers, Inc.'s Terms of Service.

#### 5. SECURITY

Delivery Drivers, Inc. cares about the security of your information, and uses commercially reasonable physical, administrative, and technological safeguards to preserve the integrity

and security of all information collected through the Service. However, no security system is impenetrable, and we cannot 100% guarantee the security of our systems. In the event that any information under our control is compromised as a result of a breach of security, Delivery Drivers, Inc. will investigate the situation and, where appropriate, notify those individuals whose information may have been compromised and take other steps, in accordance with any applicable laws and regulations.

## **6. CHILDREN'S PRIVACY**

Delivery Drivers, Inc. does not knowingly collect or solicit any information from anyone under the age of 18 or knowingly allow such persons to register as Users. In the event that we learn that we have collected Personal Information from a child under age 13 (and in some jurisdictions, 16), we will delete that information as quickly as possible. If you believe that we might have any information from a child, please contact us as described below.

## **7. LINKS TO OTHER WEB SITES AND SERVICES**

Our Services may integrate with or contain links to other third-party sites and services. We are not responsible for the practices employed by third-party websites or services embedded in, linked to, linked from, or connected with the Services and your interactions with any third-party website or service are subject to that third party's own rules and policies.

## **8. CHANGES TO THIS POLICY**

Delivery Drivers, Inc. may modify or update this Privacy Policy from time to time to reflect the changes in our business and practices, and so you should review this page periodically. When we change the Policy we will update the 'last modified' date at the top of this page.

## **9. HOW TO CONTACT US**

If you have any questions about this Privacy Policy or the Service, please contact us at [info@ddiwork.com](mailto:info@ddiwork.com).

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