

# Privacy Policy

Hexagon Collective, LLC (collectively with its subsidiaries, “Hexagon Collective”, “we”, “us”, or “our”, and DBA “The Next UX) is a Texas limited liability company that, through its subsidiaries, provides professional staffing and searching services. Hexagon Collective is committed to maintaining the confidentiality, integrity and security of Personal Information (as defined below) of the authorized users of the Sites. Hexagon Collective has developed this Privacy Policy to describe how we may collect information about you through your interactions with us and on our webSites, including any version of our webSites compatible with mobile devices (collectively, the “Sites”), how we use such information, and how and under what circumstances we share that information. When you submit information to us or through the Sites, you consent to the collection and processing of your information as described in this Privacy Policy. IF YOU DO NOT AGREE WITH ANY PART OF THIS PRIVACY POLICY, THEN PLEASE DO NOT USE THE Sites OR SUBMIT INFORMATION TO US. We may change this Privacy Policy at our discretion. The “Effective Date” legend at the top of the page indicates when this Privacy Policy was last revised. Any changes will become effective when we post the revised Privacy Policy on the Sites. Your continued use of the Sites following these changes means that you accept the revised Privacy Policy.

## Information Collection and Use

Hexagon Collective collects Personal Information about you when you voluntarily request information from Hexagon Collective or supply information through the Sites that personally identifies you and/or allows us to contact you,

including any and all materials submitted by you when you fill out any online forms. “Personal Information” means information associated with or used to identify or contact you. This includes information such as your name, address, telephone number and e-mail address. We also collect information through the Sites that does not, on its own, identify a specific individual. If we link this information with your Personal Information in a way that renders it individually identifiable, we will treat it as Personal Information in accordance with the terms of this Privacy Policy. You agree that we may use your Personal Information as follows:

- to establish and manage business relations with you;
- to provide services or information to you;
- to communicate with you via email or phone;
- for customer service, security, to detect fraud or illegal activities,
- to prevent or investigate activity we think may be potentially illegal, unlawful or harmful;
- for archival and backup purposes in connection with the provision of the services;
- to better understand how users access and use the Sites, for the purposes of trying to improve the Sites, diagnose problems, administer our Sites and respond to user preferences; and
- to enforce our other applicable policies.

When you use the Sites we may, like most webSites operators, automatically collect certain non-identifying information about you (“Usage Data”), such as your movement about the Sites, your IP address, the type of browser or operating system you use, or the domain name of the webSites from which you linked to the Sites. In addition, we may use third party services that collect, monitor and analyze this Usage Data. We use the information that we collect to operate, improve and personalize the Sites, to provide customer service, and

to detect, prevent and mitigate fraudulent or illegal activities. Any information we gather, whether voluntarily provided by you or automatically collected, may be used for our internal business purposes and will not be disclosed to third parties except as stated below. We treat the Personal Information you submit to us as confidential. We may share Personal Information with other trusted companies or people to perform functions for which we engage them when (1) you have authorized our sharing of the information, (2) we need to share the information in order to provide a service requested by you or (3) we need to share the information with others who work on our behalf to provide a product or service that you have requested. These companies or individuals may use your Personal Information only to the extent necessary to assist us and have agreed to keep your Personal Information confidential. Hexagon Collective does not sell or rent any Personal Information to third parties. Notwithstanding any other statements or representations in this Privacy Policy or elsewhere on our Sites, we reserve the right to disclose any information in our possession if we are required to do so by law or we believe, in good faith, that such a disclosure is necessary to comply with the law, court order or other government or law enforcement agency, defend our rights or property, or to respond to an emergency situation or protect the rights, property or safety of users. Hexagon Collective reserves the right to transfer Personal Information to a purchaser or successor entity in the event of a sale or other corporate transaction involving some or all of our business.

## Communications

We may use your Personal Information to contact you with newsletters, marketing messages or promotional materials and other information that you may find interesting. If you would prefer not to receive these communications,

you may unsubscribe from our list at any time by clicking on the Unsubscribe link on our marketing emails or calling us at the phone number below.

## Cookies

Cookies are files that contain small amounts of data. They are sent from our Sites and stored on your computer's hard drive. They may include an anonymous unique identifier. We may use cookies in the following ways:

1. To personalize the Sites. We may use cookies to personalize your experience on the Sites by displaying content we believe might interest you based on your information.
3. To estimate the size of our audience. Each browser accessing the Sites is given a unique cookie which is then used to determine the size of our audience and the extent of repeat usage.
4. To track visitor trends and patterns. We use the information provided by cookies to improve, update and revise the features offered by us. This, we believe, will provide our visitors with more useful content and services.

## Managing "Do Not Track" Signals

Some browsers have a Do Not Track ("DNT") feature that lets you tell Sites that you do not want your online activities tracked. When you choose to turn on the DNT setting in your browser, your browser sends a special signal to Sites, ad networks, plug-in providers, and other web services you encounter while browsing to stop tracking your activity via cookies or other tracking technologies. You may choose to not accept cookies or other tracking technologies, and in such case you may not be able to use some portions of the Sites.

## Third Party Links

The Sites may contain links to Sites maintained by third parties with which we have no affiliation. This Privacy Policy does not reflect the privacy practices of those Sites, and you should consult the privacy policies of those Sites to learn about their practices. A link to any third party Sites does not mean that we endorse it or the quality or accuracy of information presented on it.

## Security

We implement a variety of security measures to maintain the safety of your Personal Information. However, the security of information transmitted through the internet can never be guaranteed. We (like all Sites) cannot warrant or guarantee 100% security of any information you transmit to us through the Sites.

## Changing or Deleting Personal Information

We strive to maintain the accuracy of Personal Information collected. We will work with you to correct any Personal Information you submitted to us upon your request.

## Rights under California Law

Although the Sites is designed for individuals over the age of 18 and we do not desire to collect Personal Information from individuals under the age of 18, if you are a California resident under 18 years old and have provided us with Personal Information, you can request that we remove such Personal Information. Note that fulfillment of the request may not ensure complete or

comprehensive removal. To request removal of Personal Information, please email or call us using the contact information below.

## How to Contact Us

If you have any questions about this Privacy Policy or would like to review, update, correct or delete any Personal Information you have provided, please contact us at [contact@Hexagon-Collective.com](mailto:contact@Hexagon-Collective.com)

*EFFECTIVE DATE: February, 2020*