

Privacy Policy  
Effective September 8, 2021

This Privacy Policy constitutes an agreement (“Agreement”) made between Kingdom Quality Communications, Inc. (“KQ”) and any person accessing this web site (“You”). You agree to abide by all of the terms contained in this Agreement as a condition of your continuing to access, view or use the <http://www.sourcesofcolor.com> (the “Site”). KQ and You are collectively referred to as the parties. **BY ACCESSING, VIEWING OR USING ANY PART OF THE SITE, YOU EXPRESSLY AGREE TO AND CONSENT TO BE BOUND BY ALL OF THE TERMS OF THIS AGREEMENT. IF YOU DO NOT AGREE TO ALL OF THE TERMS OF THIS AGREEMENT, YOU DO NOT HAVE KQ’S PERMISSION TO ACCESS, VIEW, OR USE ANY PART OF THE SITE. ANY SUCH UNAUTHORIZED USE VIOLATES KQ’S RIGHTS IN THE SITE AND IS PROHIBITED.** If you wish to terminate this Agreement, at any time you can do so by closing your account and no longer accessing or using our Services.

Your use of our Services is also subject to our Cookie Policy and our Privacy Policy, which covers how we collect, use, share, and store your personal information. These policies are included in, and appear at the bottom of, this Agreement.

## PRIVACY POLICY

You acknowledge that by creating an account on the Site, you may be required to provide certain personal information to KQ including, but not limited to, your name, age, address, billing information, contact information and calendar information. You acknowledge and agree that during the course of your use of the Services, you may upload or post personal data, and that this determination is within your control.

You acknowledge and agree that others may post content that includes information about you (as part of articles, posts, comments, videos) on our Services. KQ also may collect public information about you, such as professional-related news and accomplishments, and make it available as part of our Services, including, as permitted by your settings, in notifications to others of mentions in the news.

### Your Use of Our Services

KQ logs your visits and use of our Services, including mobile apps. You acknowledge and agree that KQ logs usage data when you visit or otherwise use our Services, including our sites, app and platform technology, such as when you view or click on content or ads, perform a search, install or update one of our mobile apps, share articles or apply for jobs. We use log-ins, cookies, device information and internet protocol (“IP”) addresses to identify you and log your use. When you visit or leave our Services (including some plugins and our cookies or similar technology on the sites of others), we receive the URL of both the site you came from and the one you go to and the time of your visit. We also get information about your network and device (e.g., IP address, proxy server, operating system, web browser and add-ons, device identifier and features, cookie IDs and/or ISP, or your mobile carrier). If you use our Services from a mobile device, that device will send us data about your location based on your phone settings. KQ is constantly improving its Services, which means we get new data and create new ways to use data. Our Services are

dynamic, and we often introduce new features, which may require the collection of new information. If we collect materially different personal data or materially change how we collect, use or share your data, we will notify you and may also modify this Privacy Policy.

#### Messages

KQ collects information about you when you send, receive, or engage with messages in connection with our Services. For example, if you get a connection request, we track whether you have acted on it and will send you reminders. We also use automatic scanning technology on messages to support and protect our site. For example, we use this technology to suggest possible responses to messages and to manage or block content that violates this Agreement or applicable law.

#### How We Use Your Data

KQ may use the data that it has about you to provide and personalize its Services, so that Services (including ads) can be more relevant and useful to you and others. We may also use your data (including your communications) for security purposes or to prevent or investigate possible fraud or other violations of our User Agreement and/or attempts to harm our Members, Visitors or others.

#### Communications from KQ

We contact you and enable communications between Members. We offer settings to control what messages you receive and how often you receive some types of messages. We will contact you through email, mobile phone, notices posted on our websites or apps, messages to your sourcesofcolor.com inbox, and other ways through our Services, including text messages and push notifications. Please be aware that you cannot opt out of receiving service messages from us, including security and legal notices.

#### Advertising

KQ may serve you tailored ads both on and off our Services. We may target (and measure the performance of) ads to Members, Visitors and others both on and off our Services directly or through a variety of partners.

#### Info to Ad Providers

KQ will not share your personal data with any third-party advertisers or ad networks except for data already visible to any users of the Services (e.g., profile). However, if you view or click on an ad on or off our Services, the ad provider may get a signal that someone visited the page that displayed the ad, and they may, through the use of mechanisms such as cookies, determine it is you.

#### Legal Disclosures

KQ may disclose information about you when required by law, subpoena, or other legal process or if we have a good faith belief that disclosure is reasonably necessary to (1) investigate, prevent or take action regarding suspected or actual illegal activities or to assist government enforcement agencies; (2) enforce our agreements with you; (3) investigate and defend ourselves against any third-party claims or allegations; (4) protect the security or integrity of our Services (such as by sharing with companies facing similar threats); or (5) exercise or protect the rights and safety of

KQ, our Members, personnel or others. We may attempt to notify Members about legal demands for their personal data when appropriate in our judgment, unless prohibited by law or court order or when the request is an emergency. We may dispute such demands when we believe, in our discretion, that the requests are overbroad, vague or lack proper authority, but we do not promise to challenge every demand.

#### Data Retention

KQ may generally retain your personal data as long as you keep your account open or as needed to provide you Services. This includes data you or others provided to us and data generated or inferred from your use of our Services.

#### Account Closure

KQ may retain your personal data even after you have closed your account if reasonably necessary to comply with our legal obligations (including law enforcement requests), meet regulatory requirements, resolve disputes, maintain security, prevent fraud and abuse, enforce this Agreement, or fulfill your request to "unsubscribe" from further messages from us. We will retain de-personalized information after your account has been closed.

#### COOKIE POLICY

A cookie is a small file placed onto your device that enables the Site's features and functionality. Any browser visiting our sites may receive cookies from us or cookies from third parties such as our customers, partners or service providers.

KQ uses two types of cookies: persistent cookies and session cookies. A persistent cookie lasts beyond the current session and is used for many purposes, such as recognizing you as an existing user, so it's easier to return to the Site and interact with our Services without signing in again. Session cookies last only as long as the session (usually the current visit to a website or a browser session).

Cookies are used for security, efficiency and functionality of our Services, to enable some plug-ins (as necessary), and to facilitate some advertising on the Site.

KQ may use cookies to understand, improve, and research products, features and services, including as you navigate through our sites or when you access the Site from other sites, applications or devices.

By altering your browser settings, you may control the use of cookies by the Site. Please note that this may worsen your overall user experience, since it may no longer be as personalized to you. It may also stop you from saving customized settings like login information.

#### Governing Law and Dispute Resolution

You and KQ agree that the laws of the State of Tennessee, U.S.A., excluding its conflict of laws rules, shall exclusively govern any dispute relating to this Agreement and/or the Services. You and KQ both agree that all claims and disputes can be litigated only in the federal or state courts in Shelby County, California, USA, and you and KQ each agree to personal jurisdiction in those courts.

#### Severability

If a court with authority over this Agreement finds any part of it unenforceable, the parties agree that the court may modify the terms to make that part enforceable while still achieving its intent. If modification is impractical for any reason, the parties agree that the court may sever the unenforceable portion of this Agreement, while keeping the remaining provisions intact.

#### Integration/Merger

This Agreement (including additional terms that may be provided by us when you engage with a feature of the Services) is the only agreement between us regarding the Services and supersedes all prior agreements for the Services.

#### Non-Waiver

No failure by KQ to enforce any particular right under this Agreement shall operate as a waiver of it any rights to later enforce same.

#### Complaints Regarding Content or Contact Information

You may contact KQ regarding content or for any other legal purpose using the below contact information:

Renee Malone

Kingdom Quality Communications, Inc.

5050 Poplar Ave., Ste 1220

Memphis, TN 38157

901-761-9286

[renee@kqcommunications.com](mailto:renee@kqcommunications.com)