

CINDER & SKY

P.O. Box 90263, Pittsburgh, PA 15224
www.cinderandsky.com
customersupport@cinderandsky.com

Privacy Policy

You have entered a “replicated website,” of an Independent Stylist for Cinder & Sky, Inc. the Back-Office of a Cinder & Sky Independent Stylist, the corporate website of Cinder & Sky, LLC, or a mobile application (“App”) operated by Cinder & Sky (referred to herein as “Cinder & Sky”, “our”, “us” or “we”). The site or App you have entered (collectively the “Site”) is operated by Cinder & Sky and is hosted on Cinder & Sky’s server. All information you submit on this Site is sent to and accessed by Cinder & Sky and some of the information you submit is accessed by the Independent Stylist to whom this Site is assigned. By visiting this Site and providing information to Cinder & Sky you consent to the following privacy policy, use and disclosure of information.

INFORMATION COLLECTION

Personally Identifiable Information

Through your use of or visits to the Site, you may be required or requested to provide personally identifiable information to us. Personally identifiable information is any piece of information that can potentially be used to uniquely identify, contact, or locate a single person including names, addresses, email addresses, telephone numbers, social security and tax identification numbers, and credit card or banking information.

Stylist and Customer Information

In order to become a Stylist or customer, you must provide biographical and contact information (such as name, mailing address, telephone numbers, and email address) to us. Stylist applicants must also provide personal information such as an applicant’s Social Security Number or Federal Tax ID Number so that we may prepare and file necessary non-employee compensation forms for the IRS. Stylists and customers are also required to provide payment information (such as credit card, debit card, or checking account information). We use this information to maintain contact with Stylists and customers, to process Stylist and customer orders, and for billing purposes.

INFORMATION USE & SHARING

Personally Identifiable Information

Cinder & Sky DOES NOT share personally identifiable information except with contracted service providers as may be necessary to: (a) process orders and/or returns and obtain payment; (b) complete an enrollment as a Stylist or customer; (c) maintain our genealogy database; (d) issue payment and report income to taxing authorities; and (e) maintain communication with you. We also provide personally identifiable information: (a) to upline Stylist(s) as described in the Genealogy Information section; and/or (b) to assign prospective Stylist and customer leads to Stylist; (c) to assign a sales or enrollment

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lead to a Stylist; (d) to governmental entities or third parties as required pursuant to law or legal process.

Genealogy Information

As a network marketing company, Cinder & Sky provides certain information to Stylists regarding the other Stylists and Customers enrolled in a Stylist's downline marketing organization. If you enroll as a Stylist or Customer with Cinder & Sky, your name, address, email address, telephone number, rank, and sales volume information will be provided to other Stylists as downline genealogy information. No other personally identifiable information will be shared with other Stylists. Information relating to downline Stylists is made available to Cinder & Sky Stylist subject to a confidentiality and non-solicitation covenant in the agreement that each Stylist enters into with Cinder & Sky. However, Cinder & Sky does not warrant that other Stylists will adhere to the confidentiality and non-solicitation covenants, and Cinder & Sky shall not be responsible for Stylists' violation of these covenants.

Sales Information

If you make a purchase from a Stylist's Replicated Website or enroll in the Customer VIP program, we will provide the Stylist to whom the Replicated Website is assigned with your name, contact information, a description of the item(s) purchased, and the sales volume associated with the purchase. No other personally identifiable information will be shared with the Stylist.

Aggregate Information (non-personally identifiable)

Cinder & Sky may share aggregated demographic information with our partners, vendors, suppliers, third party providers, and advertisers. This is not linked to any personally identifiable information.

Business Transitions

In the event Cinder & Sky goes through a business transition, such as being acquired by another company, or selling all or part of its assets, the personal information of Stylists and customers will, in most instances, be part of the assets transferred. In such a case your personally identifiable information will be transferred to the acquiring individual or entity and shall be subject to the privacy policy of the individual or entity that acquires Cinder & Sky.

Lead Assignments

Cinder & Sky occasionally will assign prospective sales and new Stylist leads to Stylists. In these cases, we will provide the lead with the appropriate Stylist's name and contact information and/or provide a Stylist with the prospective lead's name, contact information, and any product inquiries or other information you may have submitted.

Surveys

It may become necessary to conduct surveys of our customers or Stylists. Should we deem it necessary to conduct a survey, we may outsource the survey to a third party. We

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will provide the third-party survey company with your personal information as is necessary for the third-party survey company to conduct the survey and to those third parties whom we engage to review and analyze the results of the survey. We will not provide your social security number, credit card or banking information to the survey provider.

MISCELLANEOUS

Dispute Resolution

This privacy policy is governed by the laws of the State of Pennsylvania. The offer extended by this Agreement, and any acceptance of its terms, shall occur in Allegheny County, State of Pennsylvania. Any dispute arising from or relating to this privacy policy shall be brought in the courts of the State of Pennsylvania residing in Allegheny County. The parties stipulate to exclusive jurisdiction before such court and further stipulate that venue is proper before such court. Each party to a dispute arising from or relating to this privacy policy shall bear his/her/its own attorney's fees, costs, and expenses

If a visitor to this site wishes to bring an action for the breach of this privacy policy, he/she shall do so on an individual basis. Visitors waive all rights to bring an action on a class or consolidated basis.

If a visitor to this site is also a Cinder & Sky Stylist and combines claims under this privacy policy with claims that are subject to Cinder & Sky's Policies and Procedures that are applicable to Stylists, the dispute resolution provisions of the Cinder & Sky Policies and Procedures shall govern.

Changes to this Privacy Policy

Cinder & Sky reserves the right to amend or change this Privacy Policy at any time at its sole discretion. When material changes or amendments are made to the Privacy Policy, we will announce the same under the Privacy Policy tab for a period of at least 30 days prior to implementation of the amended Privacy Policy.

Links

Cinder & Sky's websites may contain links to or from other sites. Please be aware that Cinder & Sky is not responsible for the privacy practices of such other sites. We encourage users to be aware when they leave our site and to read the privacy statements of each and every website that collects personally identifiable information. This privacy statement applies solely to information collected by Cinder & Sky websites.

California Online Privacy Protection Act Compliance

Because we value your privacy we have taken the necessary precautions to comply with the California Online Privacy Protection Act. We therefore will not distribute your personal information to outside parties without your consent.

Children's Online Privacy Protection Act Compliance

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We are in compliance with the requirements of COPPA (Children's Online Privacy Protection Act), we do not knowingly collect any information from anyone under 13 years of age. Our website, products and services are all directed to people who are at least 13 years old or older.

Online Privacy Policy Only

This online privacy policy applies only to information collected through our website and not to information collected offline.

Questions

Questions regarding this Privacy Policy should be directed to customersupport@cinderandsky.com.

Effective Date

The effective date of this Privacy Policy is August 16, 2018.