PRIVACY NOTICE

Effective Date: October 20, 2026

Last Updated Date: October 20, 2026

This Privacy Notice ("Privacy Notice") describes how eShipping, LLC and our affiliates ("eShipping", "we", and "us") collect, use, disclose, retain and protect Personal Information (defined below) about visitors and users of our websites (each a "Site," or collectively, "our Sites"), online features, products, and services that link to this Privacy Notice, and in connection with recruitment and pre-employment activities. This Privacy Notice also applies to Personal Information that we collect via offline means, such as during interactions with our corporate suppliers and customers, via trade shows or other offline interactions, where applicable. Our privacy practices with respect to Personal Information about our employees and contractors, past and present, are addressed through other internal company policies and procedures, and are outside the scope of this Privacy Notice.

For the purposes of this Privacy Notice, eShipping is the controller (i.e., responsible party) for the Personal Information addressed in this Privacy Notice. In certain situations, we may receive Personal Information from one of our customers in order to administer services on behalf of our customers and other third parties. When we act in this capacity, our customer determines the purpose for which the information was collected and how we should use it. In those instances, eShipping may act as a processor or service provider to such organizations, and you should review the privacy notice of such third parties with whom you are dealing directly, as they will be responsible for the handling of your Personal Information.

We may change our Privacy Notice from time to time, and we post the current version on our Sites. If a revision materially changes your rights, we will notify you in accordance with applicable law. Your continued use of our Sites and services following the posting of changes constitutes your acceptance of such changes. This Privacy Notice includes an "effective" and "last updated" date. The effective date refers to the date that the current version took effect. The last updated date refers to the date that the current version was last substantively modified.

Residents of California may have additional rights concerning their Personal Information under the California Consumer Privacy Act ("CCPA"). For more information, please refer to the "Additional Privacy Notice for California Residents" section below.

You can access specific topics in this Privacy Notice by clicking on the relevant links below:

Categories of Personal Information We Collect
Collection of Personal Information
Use and Processing of Personal Information
Disclosure of Personal Information
Cookies and Similar Tracking Technologies
Your Rights and Choices
How We Protect Personal Information
How Long Do We Keep Personal Information
Other Important Information
Contact Information
Additional Privacy Notice for California Residents

CATEGORIES OF PERSONAL INFORMATION WE COLLECT

The following provides the categories of Personal Information that we collect, and how we use that information. "Personal Information" means information that identifies, describes, or is reasonably capable of being associated with an individual.

Context	Categories of Data	Primary Purpose for Collection and Use of Data
Online Account Registration & Use	We collect personal identifiers such as name and contact information, as well as login credentials of our customers and their employees who register an account with us in connection with our technology platforms, including eShipManager®. We also collect information relating to the actions that you perform while logged into your account.	We have an interest in providing account and platform-related functionalities to our customers. We use this information to contact our customers and communicate with them concerning normal business administration such as projects, services, and billing.
Customer Relationship Management / Service Use History	We provide distribution chain management solutions. When you or your organization obtains services from us, we collect certain personal identifiers such as name, email address, telephone number, and professional contact information, as well as payment information such as your credit card number (via our third-party payment processor). In some instances, we may collect certain background or screening information to the extent needed and in accordance with applicable law.	We use this information in providing products and services to our customers and performing our contract with your organization, and to administer and maintain our relationship with your organization.
Events/Tradeshows	We collect the name, and contact information, of individuals who we engage with us at tradeshows.	We have an interest in engaging with our customers and prospective customers and other interested parties.
Supplier/Carrier Relationship Management	We collect certain personal identifiers such as name, email address, telephone number, and title when you or your organization provides us with certain products or services. In	We use this information for administering our relationship with our suppliers and performing our contract with your organization.

Context	Categories of Data	Primary Purpose for Collection and Use of Data
	some instances, we may collect certain background or screening information to the extent needed and in accordance with applicable law.	
Cookies and First Party Tracking	In connection with our use of cookies and similar technologies, we collect device identifiers, IP addresses, or similar unique identifiers. For more information relating to the use of such tools, review our "Cookies and Similar Tracking Technologies" section below.	We use this information to make our website operate efficiently.
Email Interconnectivity	If you receive email from us, we use certain tools to capture internet or other network activity data related to when you open or interact with our messages.	We use this information to understand how you interact with our communications to you.
Feedback / Support	If you provide us feedback or contact us for support we will collect your personal identifiers such as name and e-mail address, as well as any other content that you send to us, in order to reply.	We use this information to receive, and act upon, your feedback or issues.
Mailing List	When you sign up for one of our email marketing lists, we collect your name, company, telephone number, and email address.	We use this information to provide information about our products and services with individuals that consent to receive such information.
Surveys	When you participate in a survey, we collect information that you provide through the survey. If the survey is provided by a third-party service provider, the third party's privacy notice applies to the collection, use, and disclosure of your information.	We use this information to understand your opinions and collect information relevant to our organization.
Mobile Devices	We collect information from your mobile device such as unique identifying information broadcast	We have an interest in identifying unique visitors, and in

Context	Categories of Data	Primary Purpose for Collection and Use of Data
	from your device when visiting our websites.	understanding how users interact with us from their mobile devices.
Web logs	We collect device identifiers such as your browser type, operating system, IP, domain name, click-activity, referring website, and/or a date/time stamp for visitors.	We use this information to monitor our networks and the visitors to our websites.
Applicant Information	For visitors who apply for employment through third-party websites, we may collect information about you, such as your personal identifiers and demographic information such as name, location, prior employment history, references, and/or curriculum vitae.	We use this information to consider applicants for employment, manage onboarding procedures, administer and improve our recruitment processes, and to comply with our obligations and rights, and those of the applicants, in the fields of employment and social security.
Applicant Sensitive (special) Personal Information	Where permitted and in accordance with applicable law, we may collect special categories of data such as your social security number, driver's license number, racial or ethnic origin, health and medical information (including where required, drug screening results), sexual orientation, and/or criminal history.	We use this information to evaluate eShipping's progress in achieving its diversity hiring goals, to ensure equal opportunity monitoring and reporting, to meet legal obligations, including providing workforce accommodation and for disability and workplace safety tracking administration. In many instances, the provision of the Applicant Sensitive (special) Personal Information is voluntary. We will let you know when that is the case, and if you decide not to share these with us, not doing so will not impact your application.

COLLECTION OF PERSONAL INFORMATION

We collect your personal information in the following ways, pursuant to applicable law:

Directly From You. When you use or engage with our Sites, register for an account, contact us, respond to a survey, sign up to receive emails, text messages, and/or postal mailings. In some cases, we record customer service calls and transcripts of live online chats, including interactions with chat-based support tools available through our transportation management systems, for quality assurance, customer support, security, and troubleshooting purposes.

Through Our Use of Cookies and Other Automatic Data Collection Technologies. When you visit our Sites, open or click on emails we send you, we or third parties we work with automatically collect certain information using technologies such as cookies, web beacons, clear GIF, pixels, internet tags, web server logs, and other data collection tools. For more information, please see the "Cookies and Similar Tracking Technologies" section below.

From Our Third-Party Partners, including from third parties that we have partnered with to provide you the products and services that you have requested from us and our affiliates.

Other Sources. We may also receive information about you from other sources, such as data analytics providers, marketing firms, fraud prevention service providers, vendors that provide services on our behalf, or publicly available sources.

USE AND PROCESSING OF PERSONAL INFORMATION

In addition to the purposes and uses described above, we use information in the following ways:

- To identify you when you visit our Sites.
- To provide products and services.
- To improve our services and product offerings.
- To respond to inquiries related to support, employment opportunities, or other requests.
- To send marketing and promotional materials, including information relating to our products, services, or promotions.
- To administer, maintain, evaluate, and improve our Sites, and services, and to develop new products and services.
- To conduct research and analytics related to our Sites and services, including combining any or all of the information that we collect or obtain.
- For internal administrative purposes, to manage our business operations, to perform our obligations and exercise our rights under any agreement that you or your organization has with us.
- To comply with applicable laws, legal obligations, and/or protect our legal interests and rights.
- To detect, investigate, prevent, or take action regarding possible malicious, deceptive, fraudulent, or illegal activity, including fraudulent transactions, attempts to manipulate or violate our policies, procedures, and terms and conditions, security incidents, and harm to the rights, property, or safety of eShipping and our customers, employees, or others.

DISCLOSURE OF PERSONAL INFORMATION

eShipping may disclose all categories of Personal Information described above to the following parties for the purposes identified within this Privacy Notice:

1. Affiliates and Acquisitions. We may disclose information to our corporate affiliates (e.g., parent company, sister companies, subsidiaries, joint ventures, or other companies under common control). If another company acquires, or anticipates acquiring, our company, business, or our assets, we will also disclose information to that company.

2. Service Providers and Professional Advisers. We may disclose your information to service providers such as our cloud hosting and infrastructure providers, website administers, email, collaboration, and productivity platform providers, transportation and logistics technology providers, payment processors, customer relationship management (CRM) and marketing platform providers, technical support providers, recruiting and background screening providers, data analytics and reporting providers, and professional advisers.

3. Public. Some of our Sites may provide the opportunity to post comments, or reviews, on a message board or in a public forum. If you decide to submit information on these pages, that information may be publicly available.

4. Other Disclosures with Your Consent. We may disclose your Personal Information with your consent to unaffiliated third parties who are not described elsewhere in this Privacy Notice, or to comply with your request for the provision of services by a third-party intermediary.

5. Other Disclosures without Your Consent. We may disclose information in response to subpoenas, warrants, or court orders, or in connection with any legal process, or to comply with relevant laws. We may also disclose your information in order to establish or exercise our rights, to defend against a legal claim, to investigate, prevent, or take action regarding possible illegal activities, suspected fraud, safety of person or property, or a violation of our policies.

6. De-identified Personal Information. We may disclose or use aggregated or de-identified data for any lawful purpose. De-identified information is generally not considered to be Personal Information under applicable laws.

COOKIES AND SIMILAR TRACKING TECHNOLOGIES

Every time you come to a Site, our Site's web server automatically collects information, including, in some instances, Personal Information, through cookies, web beacons, pixels, and other similar tracking technologies.

Cookies are small text files that are placed on your computer or mobile device when you visit a website. Cookies help the website remember information about your visit, which can make it easier to visit the website again and make the website more useful to you. Some cookies are deleted once you close your browser (session cookies), while other cookies are retained even after you close your browser so that you can be recognized when you return to a website (persistent cookies). More information about cookies and how they work is available at www.allaboutcookies.org.

Cookies on our website are generally divided into the following categories:

Cookie Type	Description
Essential Cookies	These are cookies that our Sites need in order to function and that enable you to move around and use the Sites and features. Without these essential cookies, the Sites will not perform as smoothly for you as we would like it to, and we may not be able to provide the Sites or certain services or features you request. Examples of where these cookies are used include: to determine when you are signed in, to determine when your account has been inactive, and for other troubleshooting and security purposes.

Cookie Type	Description
Analytics Cookies	Analytics cookies provide us with information regarding how visitors navigate and interact with our Sites. Such cookies allow us to understand, for example, more about how many visitors we have to our Sites, how many times they visit us and how many times a user viewed specific pages within our Sites. Among other analytics cookies, we use Google Analytics cookies for these purposes. For more information about Google Analytics, please refer to "How Google Uses Information From Sites or Apps that Use Our Services," which can be found at www.google.com/policies/privacy/partners/, or any other URL Google may provide from time to time.

Certain pages on our Sites may contain web beacons (also known as Internet tags, pixel tags, and clear GIFs), which are small bits of code embedded in pages or images on the Sites. Web beacons may be used with cookies to understand how you interact with us, so we can manage and improve those interactions. We may also include web beacons in e-mails we send to you to learn if messages have been opened, acted on, or forwarded. This helps us improve future messages and makes them more meaningful to you.

We may use the information collected through cookies and related tracking technologies for the purposes described in this Privacy Notice, including the following purposes:

- To make our Sites easier to use and generally improve its performance.
- To gather metrics about how you interact with our Sites.
- For security reasons.
- To provide personalized content. For example, we may store user preferences, your default language, device and browser information, and your profile information.

Additionally, we and our third-party service providers may monitor visits to our Sites and sessions of users; this monitoring may log the details of your visits to our Sites and information generated in the course of using our Sites, such as clicks, page visits, text entered, how long you spent on a page, and other details of your visits to or actions on our Sites. We may also share any of the data collected by these technologies with third parties for our business purposes.

Most web browsers automatically accept cookies, but you can usually change your browser settings to block certain cookies. If you disable certain cookies, your ability to use some features of the Sites may be limited. For mobile devices, you may be able to manage certain cookies using your built-in mobile device settings and controls. Any choice concerning cookies is browser and/or device specific. If you clear your cookies from your browser on any of your devices, your choices will need to be reset. You should check how to do this on your device(s) and operating systems.

YOUR RIGHTS AND CHOICES

You may have certain rights regarding your Personal Information. The rights available to you depend on our reason for processing your Personal Information and the requirements of applicable law.

1. Access, Deletion or Correction. You may, at any time, request access to, correction of, or deletion of your Personal Information by email at Privacy@eShipping.biz. Additionally, you may directly access and modify your Personal Information at any time through your account settings.

2. Promotional Emails. We may send free newsletters, surveys, offers, and other promotional materials to you. You can stop receiving promotional emails by following the unsubscribe instructions in e-mails that you receive. If you decide not to receive promotional emails, we may still send you service-related communications.

3. Ground Mailings. If at any time you do not want to receive offers and/or circulars from us you can remove yourself from our mailing lists by emailing us at Privacy@eShipping.biz with "NO GROUND MAIL" in the subject line along with your name, and address. Please note that our mailings are prepared in advance of their being sent. Although we will remove your name from our mailing list after receiving your request, you may still receive mailings from us that had been initiated prior to your name being removed.

HOW WE PROTECT PERSONAL INFORMATION

No method of transmission over the Internet, or method of electronic storage, is fully secure. While we use reasonable efforts designed to protect your Personal Information from unauthorized access, use, or disclosure, we cannot guarantee the security of your Personal Information. In the event that we are required by law to inform you of any unauthorized access to your Personal Information we may notify you electronically, in writing, or by telephone, if permitted to do so by law.

Some of our Sites permit you to create an account. When you do so, you will be prompted to create a password. You are responsible for maintaining the confidentiality of your password, and you are responsible for any access to or use of your account by someone else that has obtained your password, whether or not such access or use has been authorized by you. You should notify us of any unauthorized use of your password or account.

HOW LONG DO WE KEEP PERSONAL INFORMATION

We retain Personal Information for as long as reasonably necessary to provide our services, maintain our business records, comply with legal and regulatory obligations, resolve disputes, enforce agreements, prevent fraud, and fulfill the purposes described in this Privacy Notice. Retention periods vary depending on the type of information, the purpose for which it was collected, and applicable legal requirements. When Personal Information is no longer needed, we will delete, de-identify, or aggregate it in accordance with applicable law and our retention practices. As for recruitment and pre-employment screening activities, we may need to keep Personal Information longer because of a legal action or an investigation involving eShipping.

OTHER IMPORTANT INFORMATION

The following additional information relates to our privacy practices:

Transmission of Information to Other Countries

We may transmit information between and among our affiliates and to service providers. As a result, your Personal Information may be processed in a foreign country where privacy laws may be less stringent than the laws in your country. Nonetheless, where possible we take steps to treat Personal Information using the same privacy principles that apply pursuant to the law of the

country in which we first received your Personal Information. If you would like more information concerning our measures to apply the privacy principles applicable in one jurisdiction to data when it goes to another jurisdiction, you can contact us at Privacy@eShipping.biz.

Children's Privacy

This Site is not intended for individuals under 18 years of age. We do not knowingly collect Personal Information from individuals under 18. If we become aware that we possess Personal Information of any individual under age 18, we will delete the information from our records. If you believe anyone under 18 has provided Personal Information to us, please contact us at Privacy@eShipping.biz, and we will work to delete it.

Social Media Platforms and Networks

If you interact with us on social media or use features such as plugins, widgets, and other tools made available by social media platforms (including LinkedIn, Facebook, Instagram) in connection with our Sites ("Social Features"), both we and the social media platform may have access to information about you and your use of both the social media platform, and also our Sites. Additionally, if you use Social Features, information you post or make accessible may be publicly displayed by such third party. For more information about the privacy practices of those social media platforms, please review the privacy policies and settings of the social media platforms and networks that you use.

Links to Other Websites

Our Sites contain links and references to other websites administered by unaffiliated third parties. This Privacy Notice does not apply to such third-party websites. When you click a link to visit a third-party website, you will be subject to that website's privacy practices. We encourage you to familiarize yourself with the privacy and security practices of any linked third-party websites before providing any Personal Information on those websites.

CONTACT INFORMATION

If you have any questions, comments, or complaints concerning our privacy practices, please contact us at the appropriate address below. We will attempt to respond to your requests and to provide you with additional privacy-related information.

eShipping, LLC
Address: 10812 NW Highway 45
Parkville, MO 64152
Email: Privacy@eShipping.biz
Phone: 1-(866) 890-3408

ADDITIONAL PRIVACY NOTICE FOR CALIFORNIA RESIDENTS

This section of our Privacy Notice applies to individuals who reside in the State of California. It supplements the information contained in the rest of this Privacy Notice and provides additional disclosures required under the California Consumer Privacy Act ("CCPA"), as amended.

Categories of Personal Information Collected

We describe the categories of Personal Information that we have collected from California residents in the preceding 12 months in the "Categories of Personal Information We Collect" section above. The categories of Personal Information we have collected include the following:

- Identifiers such as name, mailing address, email address, phone number, account log-in credentials (username and password) and, in the applicant context, social security number and driver's license number.
- Personal information described in subdivision (e) of Section 1798.80 of the California Civil Code (California Customer Records statute), including name, contact information, and payment information.
- Protected classification characteristics under state or federal law, including racial or ethnic origin, health and medical information (including where required, drug screening results), sexual orientation, and criminal history (in the applicant context).
- Commercial information, such as records of services obtained and transaction history.
- Internet or other electronic network activity information, including browsing history, IP address, browser type, device identifiers, and information regarding interactions with our Sites.
- Geolocation data, such as IP-based location information.
- Audio, electronic, visual, or similar information, such as recorded customer service calls.
- Professional or employment-related information, such as employment history, references, title, and background or screening information (in the applicant context).
- Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).
- Inferences drawn from any of the above categories to create a profile reflecting preferences and characteristics.
- Sensitive personal information, including: (a) account log-in credentials (username and password); (b) social security number, driver's license number; (c) racial or ethnic origin; (d) health data and sexual orientation, each as described in the applicable categories above.

Categories of Sources of Personal Information

We collect this Personal Information when you use our Sites or interact with us or from third-party sources. For more information, please see the section titled "Collection of Personal Information" above.

Use of Personal Information

We use the Personal Information we collect for the purposes described in the "Use and Processing of Personal Information" section above. The business purposes for which we may use Personal Information include:

- Auditing related to counting ad impressions to unique visitors, verifying positioning and quality of ad impressions, and auditing compliance with applicable laws and other applicable standards.

- Helping to ensure security and integrity to the extent the use of Personal Information is reasonably necessary and proportionate for these purposes.
- Debugging to identify and repair errors in our systems.
- Short-term, transient use, including non-personalized advertising shown as part of your current interaction with us.
- Performing services on our behalf, including maintaining or servicing accounts, providing customer service, processing or fulfilling transactions, verifying identity information, processing payments, and other services.
- Undertaking internal research for technological development and demonstration.
- Conducting activities to verify, enhance, and maintain the quality or safety of services or devices which we may own, control, or provide.

We may also use the Personal Information we collect for our own or our service providers' other operational purposes, purposes for which we provide you additional notice, purposes disclosed elsewhere in this Privacy Notice, or for purposes compatible with the context in which the Personal Information was collected.

We do not use Personal Information for automated decision-making or profiling in furtherance of decisions that produce legal or similarly significant effects concerning California residents.

We do not use or disclose sensitive Personal Information for purposes other than as reasonably necessary to provide our products and services or for recruitment; to detect, investigate, and protect against security incidents and fraud; to protect or defend our legal rights; and to comply with applicable law.

Disclosure, Sale, and Sharing of Personal Information

We do not sell, and in the past 12 months have not sold, Personal Information for monetary or other valuable consideration. We do not share, and in the past 12 months have not shared, Personal Information for cross-context behavioral advertising. Additionally, we do not sell or share, and in the past 12 months have not sold or shared, Personal Information of individuals we know to be under age 16.

We have disclosed Personal Information to our service providers for business purposes in the prior 12 months. The categories of Personal Information we have disclosed for business purposes may include some or all of the categories listed above. For more information about the categories of third parties to which we have disclosed Personal Information and the purposes for which we have disclosed the information, please see the section titled "Disclosure of Personal Information" above.

Data Sharing for Third Party's Direct Marketing Purposes

California Civil Code Section § 1798.83 permits California residents to request certain information regarding our disclosure of Personal Information to third parties for their direct marketing purposes. We do not disclose your Personal Information to third parties for their marketing purposes.

Your California Privacy Rights

If you are a California resident, you may have the following rights under the CCPA, subject to applicable exclusions, limitations, and conditions:

- Right to know what Personal Information we have collected about you, including the categories of Personal Information, the categories of sources from which the Personal Information is collected, the business or commercial purpose for collecting, selling, or sharing Personal Information, the categories of third parties to whom we disclose Personal Information, and the specific pieces of Personal Information we have collected about you.
- Right to delete Personal Information that we have collected from you.
- Right to correct inaccurate Personal Information that we maintain about you.
- Right to opt out of the sale or sharing of your Personal Information to third parties. As stated above, we do not currently sell or share your Personal Information.
- Right to limit the use and disclosure of your sensitive Personal Information. As stated above, we do not use or disclose sensitive Personal Information for purposes beyond those permitted by the CCPA.

We will not discriminate or retaliate against you for exercising any of these rights.

Submitting Privacy Requests

If you wish to exercise the rights described above, you may submit a request by any of the following methods:

- Email us at Privacy@eShipping.biz;
- Call us toll-free at 1-(866) 890-3408; or
- Submit a request through our online webform at https://eshipping.biz/contact/.

For all requests, please clearly state that the request is related to "Your California Privacy Rights" and indicate which type of request you are making. Please also provide us with your first and last name and contact information so we can respond to your request. In any circumstance, your request must: (i) provide sufficient information that allows us to reasonably verify that you are the person about whom we collected Personal Information or an authorized representative of that person; and (ii) describe the request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

We will take steps to verify your request by matching the information provided by you with the information we have in our records. If we are unable to adequately verify a request, we will notify the requestor. We may request certain reasonable additional information to help us authenticate your identity or your request. If we are unable to verify your identity or if we suspect fraudulent activity, we may decline to comply with your request.

To the extent that you elect to designate an authorized agent to make a request on your behalf, they must provide written authorization bearing your signature, and we may require verification that you provided the authorized agent permission to make the request on your behalf.

Please note that many of the above rights are subject to exceptions and limitations. Your rights and our responses will vary based on the circumstances of the request. If you choose to assert any of these rights under applicable law, we will respond within the time period prescribed by such law.

Do Not Track

Our Sites are not designed to respond to “do not track” signals received from your devices.