

## Privacy Policy

Last Updated: October 20, 2021

Seeker Music Group, LLC. (“Seeker,” “we,” “us” or “our”) respects the privacy of the information you have entrusted to us. This Privacy Policy applies to the online and offline collection of personal information by Seeker. By using our website and services (collectively, the “Services”), you acknowledge you have read and understood the terms and conditions of this Privacy Policy. If you do not agree to the terms and conditions of this Privacy Policy, you may not use the Services.

### Information Collected

We collect the following information from and about you and in the following ways:

- Name and other information you provide to us, such as your email address or postal address, when you contact us with a query.
- Name, email address, username, profile picture & music listening information, when you sign in via Spotify
- Name, username, password, postal address, phone number, email address, education history, job history and other data points you may wish to share such as gender, ethnic group, protected veteran status, and disability information, when you apply for a job or internship at Seeker.
- Usage information, such as how you and your device interact with our website (e.g., your IP address, and the pages you visit). Please see the “Cookies” section below for more information.
- Technical data, including your MAC address, IP address, mobile device ID information, clicks, and platform and browser type, and similar information

**We want to process as little personal information as possible when you use our website.** That's why we've chosen Fathom Analytics for our website analytics, which doesn't use cookies and complies with the GDPR, ePrivacy (including PECR), COPPA and CCPA. Using this privacy-friendly website analytics software, your IP address is only briefly processed, and we (running this website) have no way of identifying you. As per the CCPA, your personal information is de-identified. You can read more about this on Fathom Analytics' website.

The purpose of us using this software is to understand our website traffic in the most privacy-friendly way possible so that we can continually improve our website and business. The lawful basis as per the GDPR is "f); where our legitimate interests are to improve our website and business continually." As per the explanation, no personal data is stored over time.

### Use of Information Collected

We use the information we collect from you for the following purposes:

- To provide our website and Services.
- To connect you to third parties.
- To respond to inquiries.
- To process applications for employment or internships with Seeker.
- To improve user experiences by making our website easier to use and navigate.
- Improve and enhance our Services and products
- Enable communications between users
- Inform you of new products and promos
- Introduce you to new music
- Contact you with news and information related to Seeker
- Solicit input and feedback on our products and Services
- For other legitimate business purposes.

## **Cookies**

We, and third parties we allow, use cookies and other similar technologies. Cookies are small text files placed on your device that uniquely identify your device and which a website can transfer to a consumer's hard drive to keep records of his or her visit to a website. We, or third parties, may use session cookies or persistent cookies. Session cookies only last for the specific duration of your visit and are deleted when you close your browser. Persistent cookies remain on your device's hard drive until you delete them or they expire. Different cookies are used to perform different functions:

- Essential. Some cookies are essential in order to enable you to move around our website and use its features. Without these cookies, we cannot enable appropriate content based on the type of device you are using.
- When you log into the Seeker website via your Spotify account, both Seeker and Spotify use cookies to manage your login state on our website. Spotify's cookie's also enable Seeker to access and process your personal information such as username, profile picture, email address, and listening habits. By logging in with Spotify, you also give Seeker the ability to make changes to your Spotify library including creating playlists, saving songs and albums, & following artists and playlists.

There are several ways to manage cookies. You can control the use of cookies at the browser level, by instructing your browser to accept cookies, disable cookies or notify you when receiving a new

cookie. Please note that if you reject cookies, you may still use our website, but your ability to use some features or areas of our website may be limited.

## **Children**

Our Services are not intended for children. We do not knowingly collect personal information from children, and none of our Services are designed to attract children. In the event that we learn that a person under the age of 13 has provided personal information to us, we will delete such personal information as soon as possible.

## **Sharing and Disclosure of Personal Information**

We may share or disclose your information to the following categories of third parties and for the following reasons:

- We share personal information with third party service providers, agents or independent contractors who help us maintain our website and provide other administrative services to us.
- We may share your personal information in the course of any direct or indirect reorganization process including, but not limited to, mergers, acquisitions, and sales of all or substantially all of our assets.
- We may disclose your personal information to law enforcement, government agencies, and other related third parties, in order to comply with the law, enforce our policies, or protect our or others' rights, property or safety.

## **NOTICE REGARDING PUBLIC POSTING AREAS**

Please note that any information you include in a message you post to any chat room, forum or other public posting area is available to anyone with Internet access. If you do not want people to know your email address, for example, do not include it in any message you post publicly. PLEASE BE EXTREMELY CAREFUL WHEN DISCLOSING ANY INFORMATION IN CHAT ROOMS, FORUMS AND OTHER PUBLIC POSTING AREAS. WE ARE NOT RESPONSIBLE FOR THE USE BY OTHERS OF THE INFORMATION THAT YOU DISCLOSE IN CHAT ROOMS, FORUMS AND OTHER PUBLIC POSTING AREAS.

## **Security**

We implement reasonable security measures to ensure the security of your personal information. Please understand, however, that no data transmissions over the Internet can be guaranteed to be 100% secure. Consequently, we cannot ensure or warrant the security of any information you transmit to us and you understand that any information that you transfer to us is done at your own risk. If we learn of a security systems breach we may attempt to notify you electronically, where required by law, so that you can take appropriate protective steps.

## **Third Party Links**

Our website may contain links to third party sites. A link to any third party site does not mean that we endorse the third party site or the quality or accuracy of information presented on it. If you decide to visit a third party site, you are subject to its privacy policy and practices and not this Privacy Policy. We are not responsible for the collection of personal information by third party sites or the security or privacy of such information on third party sites. If you have any questions about how these other sites use your information, you should review their policies and contact them directly.

### **How We Respond to Do-Not-Track Signals**

At this time, our website does not recognize automated browser signals regarding tracking mechanisms, which may include “Do Not Track” instructions.

### **Your Rights**

If you would like to unsubscribe from our communications at any time, you may do so in the footer of any of our emails. If you would like us to delete your information entirely, or request the personal information we store about you, please contact us using the contact information provided below. Otherwise, by continuing to interact with our emails and programs, you provide us with permission to manage and use your data for marketing and sales purposes.

### **YOUR CALIFORNIA PRIVACY RIGHTS**

California Civil Code Section 1798.83 permits visitors to the Services who are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. We do not share personal information with third parties for their direct marketing purposes.

### **Nevada Privacy Rights**

We do not sell consumers’ covered information for monetary consideration (as defined in Chapter 603A of the Nevada Revised Statutes). However, if you are a Nevada resident, you have the right to submit a request directing us not to sell your personal information. To submit such a request, please contact us using the contact information provided below.

### **INTERNATIONAL DATA TRANSFERS**

Seeker is based in the US. If you choose to provide us with information, please understand that your personal information may be transferred to the US and that we may transfer that information to our affiliates and subsidiaries or to other third parties, across borders, and from your country or jurisdiction to other countries or jurisdictions around the world. If you are visiting from the European Union (“EU”) or other regions with laws governing data collection and use that may differ from US law, please note that you are transferring your personal information to the United States and other jurisdictions which may not have the same data protection laws as the EU. We put in place appropriate operational, procedural and technical measures in order to ensure the protection of your personal information. You acknowledge you understand that by providing your personal information: (i) your personal information will be used for the uses identified above in accordance with this Privacy Policy; and (ii) your personal

information may be transferred to the United States and other jurisdictions as indicated above, in accordance with applicable law.

### **Assignment**

In the event that all or part of our assets are sold or acquired by another party, or in the event of a merger, you grant to us the right to assign the personal information collected via the Services.

### **Changes to this Privacy Policy**

We may change this Privacy Policy from time to time. If we make any changes, we will post these on this page and change the “Last Updated” date above. If we make material changes to this Privacy Policy, we will notify you more directly, for example by posting a notification or message on our website or by emailing you prior to such changes taking effect. We encourage you to check this Privacy Policy frequently to stay informed of the latest modifications.

### **Contact Us**

If you have any questions about this Privacy Policy or our privacy practices, please contact us at:

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