

Privacy Policy

Last modified: 09/15/14

Introduction

Grandslam Performance, LLC ("Company" or "We") respect your privacy and are committed to protecting it through our compliance with this policy.

This Privacy Policy describes the types of information we may collect from you or that you may provide when you visit the website serve2perform.com (our "Website") and our practices for collecting, using, maintaining, protecting and disclosing that information. Our ongoing commitment to the protection of information that we collect from you is essential to maintaining the relationship of trust that exists between the Company and all of our users of the Site and the Services. This Privacy Policy supplements our Terms of Use (the "Terms of Use") available on our Website. Capitalized terms used in the Terms of Use and not defined in this Privacy Policy shall have the meanings assigned to them in the Terms of Use.

Our policy is to protect your personal information and will only provide it to third parties: (1) with your consent; (2) when necessary to carry out your instructions; (3) as reasonably necessary in order to provide Website features and functionality to you; (4) as we reasonably believe is permitted by law or regulation; or (5) as necessary to enforce our Terms of Use or protect the rights, property, or safety of Company, its Users, and the public. We have implemented appropriate security safeguards designed to protect your personal information in accordance with industry standards.

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, you may close your account. By accessing or using this Website, you agree to this Privacy Policy. This policy may change from time to time, and if we make material changes to it, we will provide notice through our website home page. Review the changes before you continue to use the Website. Your continued use of this Website after we publish or communicate a notice about any changes to this Privacy Policy is deemed to be acceptance of those changes.

1. Information We Collect About You and How We Collect It

By submitting confidential personal information to us through our Site, you agree to the terms of this Privacy Policy and you expressly consent to the processing of such information in accordance with this Privacy Policy. If you have any concern about providing information to us or having such information displayed on the Website or otherwise used in any manner permitted in this Privacy Policy and the User Agreement, you should not become a User of our Website or visit our Website. If you have already

registered, you should close your account. We collect your personal information in the following ways:

1.1. Registration & Account

To create an account on our Website, you must provide us with information by which you may be personally identified, such as your name, email address, location, professional information and any other relevant information ("Personal Information"). You can choose to provide further information about yourself during the registration process, for example, your interests and descriptions of skills. We may also ask for your credit card details if you purchase certain Company services.

You understand that, by creating an account, Company and others will be able to identify you by your Website account profile and you allow Company to use this information in accordance with this Privacy Policy and our Terms of Use. With your approval, other members may suggest professional opportunities for you.

1.2. Services that Sync with Serve2Perform

The Company may make tools available to sync information with Serve2Perform and may develop features that allow users to use their Serve2Perform account in conjunction with other third-party services. Any information that you upload or sync with Serve2Perform is covered by the Terms of Use and this Privacy Policy.

1.3. Usage

We collect information when you use our Website, mobile applications, and Serve2Perform platform technology. For example, we collect information when you login, view or click on ads, join or participate in groups, participate in polls, or share information on Serve2Perform. We also receive the internet protocol ("IP") address of your computer or the proxy server that you use to access the web, your computer operating system details, your type of web browser, your mobile device (including your mobile device identifier provided by your mobile device operating system), your mobile operating system (if you are accessing LinkedIn using a mobile device), and the name of your ISP or your mobile carrier.

1.4. Cookies

We may use cookies and similar technologies, including mobile device identifiers, to help us recognize you, improve your Serve2Perform experience, increase security, measure use of our Services, and direct advertising. You can control acceptance of cookies through your browser settings and other tools. If you choose not to accept cookies from our Website, you may not be able to access and use all or part of Serve2Perform or benefit from all of the Services we offer. Through visiting Serve2Perform without modification of your browser settings, you consent to the placement of cookies and other identifiers in your browser in accordance with this Privacy Policy.

1.5. Third-Party Access and Use

We may hire third-party service providers to help provide or improve our Website and the Services that we offer. Sometimes it is necessary for these providers to have access to the information we collect about you. In those cases, we take reasonable steps to ensure that these providers do not use or otherwise disclose any information that we may have collected about you except for the purpose of fulfilling their service obligations to us. We may share aggregate information about our users with certain third parties. This information shows user activity as a whole rather than on an individual basis; such aggregate information cannot be used to individually identify you. We use aggregated information we collect about users to continue to improve our Website and the Services for you. Due to factors beyond our control, however, we cannot fully ensure that your information will not be disclosed to third parties. For example, we may be legally obligated (such as under a subpoena or court order) to disclose information to the government or other third parties, or third parties may circumvent our security measures to unlawfully intercept or access your personal information.

1.6. Advertising

We may target ads to Users both on and off Serve2Perform. We do not share personally identifiable information with any third-party advertisers.

1.7. Data Retention

We retain the Personal Information you provide while your account is in existence or as needed to provide you Services. We may retain your Personal Information even after you have closed your account if retention is reasonably necessary to comply with our legal obligations, meet regulatory requirements, resolve disputes between Users, prevent fraud and abuse, or enforce this Privacy Policy and our Terms of Use. We may retain personal information, for a limited period of time, if requested by law enforcement.

1.8. Other

Serve2Perform is always seeking to improve the services we offer you. We often introduce new features, some of which may result in the collection of new information. Furthermore, new partnerships or corporate acquisitions may result in new features, and we may potentially collect new types of information.

2. How We Use Your Information

When you create an account with Serve2Perform, you acknowledge that Personal Information you provide on your account profile can be seen by others and used by us as described in this Privacy Policy and our Terms of Use. We may disclose aggregated information about our users, and information that does not identify any individual, without restriction. We use information that we collect about you or that you provide to us, including any Personal Information, in the following ways:

2.1. Website Services

In the provision of Services and the Website, the Personal Information you provide to us may reveal or allow others to identify aspects of your life that are not expressly stated on your profile (for example, your picture or your name may reveal your gender). By providing Personal Information to us when you create or update your account and profile, you are expressly and voluntarily accepting the terms and conditions of our Terms of Use and freely accepting and agreeing to our processing of your Personal Information in ways set out by this Privacy Policy. Supplying Personal Information to us, including any information deemed “sensitive” by applicable law, is entirely voluntary on your part. You have the right to withdraw or modify your consent to Serve2Perform’s collection and processing of the information you provide at any time, in accordance with the terms of this Privacy Policy and the Terms of Use, by changing your Settings, changing your profile, or by closing your account.

2.2. Communications

We may communicate with you through email, notices posted on the Website, and other means available, including mobile text messages and push notifications. Examples of these messages include: (1) welcome and engagement messages; (2) service messages regarding service availability, security, and other issues about the functioning of Serve2Perform; (3) promotional messages which may contain promotional information directly or on behalf of our partners for Services you have requested or accepted.

2.3. Affiliates

We may share your personal information with our affiliates outside of the Company as necessary to provide the Services. By agreeing to this Privacy Policy, you are consenting to this sharing.

2.4. Searches

Users may search for other users by name, particular expertise, or other professional traits. We use Personal Information to provide search results.

2.5. Required Disclosures

It may be necessary to disclose Personal Information or information about your activities as a Serve2Perform User to: (1) comply with any court order, subpoena, law, or legal process, including any government or regulatory request; (2) enforce or apply our Terms of Use, investigate and defend ourselves against any third-party claims or allegations, or protect the security or integrity of our Service; (3) protect the rights, property, or safety of the Company, our customers or others. This includes exchanging information with other companies and organizations for the purposes of fraud protection and credit risk reduction.

3. Rights to Access

You have a right to (1) access, modify, correct, or delete your personal information controlled by Serve2Perform regarding your profile, (2) change or remove your content, and (3) close your account. You can also contact us for any account information which is not on your profile or readily accessible to you. If you close your account, your information will generally be removed from the Website within 24 hours. We generally delete closed account information and will de-personalize any logs or other backup information within 30 days of account closure, except as noted herein.

4. Your California Privacy Rights

California Civil Code Section § 1798.83 permits users of our Website that are California residents to request and obtain from us a list of what personal information (if any) we disclosed to third parties for direct marketing purposes in the preceding calendar year and the names and addresses of those third parties. Requests may be made only once a year and are free of charge. Under Section 1798.83, Serve2Perform currently does not share any personal information with third parties for their direct marketing purposes.

5. Data Security

We have implemented reasonable security safeguards designed to protect the Personal Information that you provide in accordance with industry standards. Access to your data on Serve2Perform is password-protected, and sensitive data (such as credit card information) is protected by SSL encryption when it is exchanged between your web browser and the Serve2Perform Services. We also offer secure https access to the website.

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted to our Website. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the Website. It is your responsibility to protect the security of your login information. Please help keep your account safe by using a strong password. The safety and security of your information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our Website, you are responsible for keeping this password confidential. We ask you not to share your password with anyone.

6. Children Under the Age of 13

Our Website is not intended for children under 13 years of age. No one under age 13 may provide any Personal Information to or on the Website. We do not knowingly collect personal information from children under 13. If you are under 13, do not use or provide any information on this Website or on or through any of its features/register on the Website, make any purchases through the Website, use any of the interactive or public

comment features of this Website or provide any information about yourself to us, including your name, address, telephone number, or e-mail address. If we learn we have collected or received personal information from a child under 13 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 13, please contact us at info@performancegpa.com.

7. Changes to Our Privacy Policy

It is our policy to post any changes we make to our privacy policy on this page. If we make material changes to how we treat our users' personal information, we will notify you through a notice on the Website home page. Please review the changes carefully. If you agree to the changes, simply continue to use our Service. If you object to any of the changes to our terms and you no longer wish to use Serve2Perform, you may close your account. Unless stated otherwise, our current Privacy Policy applies to all information that Serve2Perform has about you and your account. Using Serve2Perform after a notice of changes has been communicated to you or published on our Website shall constitute consent to the changed terms or practices.

8. Contact Information

To ask questions or comment about this privacy policy and our privacy practices, contact us at:

info@performancegpa.com

or at

1672 E. Joyce Blvd. Suite 1
Fayetteville, Arkansas 72703