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1.0 OBJECTIVE

This Privacy Policy describes how TIC Solutions Service Corporation and all affiliates and subsidiaries ("TIC Solutions," the "Company," "we," or "us") use, disclose, and process your Personal Information. We reserve the right to change this Privacy Policy at any time. If we change our Privacy Policy, we will post an updated version on our website. Please check back periodically to see if our Privacy Policy has been updated. Updates to the Privacy Policy will be referenced by the "Revision Date" date shown above.

2.0 SCOPE

This policy applies to all persons who interact with any Company public- or client-facing website or portal, mobile application, software, or similar platform or engage in offline business interactions conducted by or on behalf of the Company.

3.0 DEFINITIONS

"**Personal Information**" means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular person or household. "Personal Information" does not include: (i) publicly available information or lawfully obtained, truthful information that is a matter of public concern; or (ii) information that is deidentified or aggregate information.

"**Sensitive Personal Information**" means Personal Information that reveals information such as: (a) social security, driver's license, state identification card, or passport number; (b) account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account; (c) precise geolocation; (d) racial or ethnic origin, religious or philosophical beliefs, or union membership; (e) the contents of mail, email, and text messages unless we are the intended recipient of the communication; (f) genetic and neural data; and (g) information about a known child. Sensitive Personal Information includes the processing of biometric information for the purpose of uniquely identifying an individual, Personal Information collected and analyzed concerning an individual's mental or physical health, and Personal Information collected and analyzed concerning an individual's sex life or sexual orientation. Sensitive Personal Information that is publicly available is not considered Sensitive Personal Information or Personal Information.

4.0 INFORMATION WE COLLECT

Information We Collect, the Categories of Sources of Collection, and the Purpose for Collection

Set forth below are the categories of Personal Information we may collect or that we may have collected in the preceding 12 months, the categories of sources from which the Personal Information was collected and the business or commercial purpose for such collection.

Category of Personal Information	What We Collect	Categories of Sources from which Personal Information Collected	Business or Commercial Purposes for Collection
PERSONAL INFORMATION			
Identifiers	Real name Alias (preferred name) Postal address Unique personal identifier Online identifier (e.g., iCIMS ID) Internet protocol address Email address Telephone number Account name Salesperson profile Bank account number Credit card number Debit card number	Directly from you Automatically, such as when you visit our website (*e.g.*, cookies on our websites) Our service providers	To provide you with our services To provide customer service To communicate with you To detect and prevent fraud against you and/or us To create and manage your account To provide you with marketing offers To develop and provide advertising tailored to your interests To analyze the use of our services and sites To determine the effectiveness of our advertising To process payments To consider you for employment with us
Protected Characteristics	Race Sex/gender Military or veteran status Disability (mental and physical including HIV/AIDS, cancer, and genetic characteristics)	Directly from you	In connection with your employment application process, as required by law or as voluntarily disclosed To assess the need to provide job accommodations

Commercial Information	Records of personal property, products or services purchased, obtained, or considered	Directly from you	To provide you with our services To provide customer service To provide you with marketing offers To develop and provide advertising tailored to your interests To analyze the use of our services and sites
Internet Information	Electronic network activity information Browsing history Search history Information regarding interaction with a website, application, or advertisement	Directly from you Automatically	To make it easier for you to use our sites To improve our sites, set default options, and provide you with a better website experience To protect the security of our sites To detect and prevent fraud against you and/or us To provide you with marketing offers To develop and provide advertising tailored to your interests
Geolocation Data	Internet protocol address	Automatically	To make it easier for you to use our sites To improve our sites, set default options, and provide you with a better website experience To protect the security of our sites To detect and prevent fraud against you and/or us

Audiovisual Information	Electronic information (*e.g.,* meeting recordings) Visual information (*e.g.,* camera footage)	Directly from you Automatically	To keep records of certain meetings To provide security and surveillance To detect and prevent fraud
Professional or Employment-Information	Professional history Employment history	Directly from you	To consider you for employment with us
Education Information	Educational history	Directly from you	To consider you for employment with us
Inferences	Profiles of individuals at customers	Directly from you Automatically	To increase sales and make sales

5.0 COOKIES

5.1 We use cookies or similar technologies, such as web beacons and tracking pixels to analyze trends, administer our website, personalize content and ads, track users' movements around our website to provide users with the most relevant browsing experience, and to gather demographic information about our user base as a whole. You can control the use of cookies at the individual browser level, but if you choose to disable cookies, it may limit your use of certain features or functions on our website or of the service we provide as some of our features or services may not function properly without cookies.

5.2 We use the following cookies:

5.2.1 **Strictly necessary cookies.** These are cookies that are required for the operation of our website. They include, for example, cookies that enable you to log into secure areas of our website, use a shopping cart, or make use of e-billing services.

5.2.2 **Functionality/preference cookies.** These are used to recognize you when you return to our website. This enables us to personalize our content for you, greet you by name and remember your preferences (for example, your choice of language or region).

5.2.3 **Statistical, analytical or performance cookies.** These allow us to recognize and count the number of visitors and to see how visitors move around our website when they are using it. This helps us to improve the way

our website works, for example, by ensuring that users are finding what they are looking for easily.

5.2.4 **Marketing/targeting cookies.** These cookies record your visit to our website, the pages you have visited and the links you have followed. We will use this information to make our website and the advertising displayed on it more relevant to your interests.

5.2.5 **Third-party cookies.** These cookies are placed on your device by a website from a domain other than our website. Please note that various third parties may also use these types of cookies, over which we have no control. These named third parties may include, for example, advertising networks and providers of external services like web traffic analysis services. These third-party cookies are likely to be analytical cookies or performance cookies or targeting cookies.

5.3 If you want to remove existing cookies from your device, you can do this using your browser options. If you want to block future cookies being placed on your device, you can change your browser settings to do this. Please bear in mind that deleting and blocking cookies may have an impact on your user experience as parts of the site may no longer work. Unless you have adjusted your browser settings to block cookies, our system may issue cookies as soon as you visit our site or click on a link in a targeted email that we have sent you, even if you have previously deleted our cookies.

5.4 In addition, we use web beacons and pixels, which are images that can be placed in web pages and some forms of email. These technologies can be used to deliver cookies and to collect information about your use of the site. Finally, we may also collect information through tracking pixels. A tracking pixel is a transparent graphic image (usually 1 pixel x 1 pixel or Javascript tag) that is placed on a web page and, in combination with a cookie, allows us to collect information regarding the use of the page of the site that contains the tracking pixel. We may use tracking pixels to trigger ads on participating websites based on activity tracked from the browser on a device used to visit our Sites. Other entities may have access to some of this information.

5.5 By using our website and services you affirmatively agree to the use of cookies disclosed in this Privacy Policy.

6.0 PERSONAL INFORMATION WE SELL, SHARE, OR DISCLOSE AND THE PURPOSE FOR IT

6.1 Selling and Sharing (for Targeted Advertisement) of Personal Information

We do not sell your Personal Information as that term is commonly understood to mean disclosure of your Personal Information in exchange for money. Rather, as used herein and as defined under certain privacy laws, the definition of sale includes situations where we use your Personal Information for our own purposes. Specifically, we may use certain third-party cookies and other trackers listed in the Cookies section to disclose your internet and other network activity information to an automatic data collection provider. We may also

share with others internet and other network activity information we have collected from you for cross-context behavioral advertising (targeted advertising). Please also see the Cookies section above for information on cookies and the manner in which we use them.

6.1.1 The chart below sets forth the categories of Personal Information we sell or share (or have sold or shared in the past 12 months) for cross-context behavioral advertising (targeted advertising), the categories of third parties to whom we sell or share Personal Information, and the purpose for the sale or sharing of the Personal Information

Categories of Personal Information that We Have Sold or Shared in the Past 12 Months	**Categories of Third Parties to Whom We Have Sold or Shared Personal Information**	**Business Purposes for Sale or Sharing of Personal Information**
PERSONAL INFORMATION		
Identifiers	Our affiliate entities Social media companies Data analytics providers like Google Analytics Third party advertising partners Third parties for marketing partners	As part of data management in our corporate groups* For analytics purposes For advertising purposes For marketing purposes
Commercial Information	Our affiliate entities Social media companies Data analytics providers like Google Analytics Third party advertising partners Third parties for marketing partners	As part of data management in our corporate groups* For analytics purposes For advertising purposes For marketing purposes
Internet Information	Our affiliate entities Social media companies Data analytics providers like Google Analytics Third party advertising partners Third parties for marketing partners	As part of data management in our corporate groups* For analytics purposes For advertising purposes For marketing purposes

Geolocation Data	Our affiliate entities Social media companies Data analytics providers like Google Analytics Third party advertising partners Third parties for marketing partners	As part of data management in our corporate groups* For analytics purposes For advertising purposes For marketing purposes
Professional or Employment-Information	Our affiliate entities Social media companies Data analytics providers like Google Analytics Third party advertising partners Third parties for marketing partners	As part of data management in our corporate groups* For analytics purposes For advertising purposes For marketing purposes
Education Information	Our affiliate entities Social media companies Data analytics providers like Google Analytics Third party advertising partners Third parties for marketing partners	As part of data management in our corporate groups* For analytics purposes For advertising purposes For marketing purposes

*We work closely with other entities that fall under our corporate group who may have access to your Personal Information. Although we consider our corporate affiliates to be joint data controllers, under certain laws, this may be considered a sale of Personal Information.

6.1.1 We also use third party advertising companies to place ads on other sites. We do this by allowing our advertising and social media partners to place their cookies on a browser of an individual who visits our sites. The data received by our third-party advertising and social media partners allows them to measure the effectiveness of such advertising and to provide advertisements on other websites about our services which are tailored to your interests.

6.1.2 We use Google Analytics to ensure website functionality and improve our website and services. This software may record information such as your IP address, location, age and gender, browser type and language, operating

system, access time, duration of visit, pages you view within our website, search terms you enter and other actions you take while visiting us, the pages you view immediately before and after you access the services, how often you use our Services, aggregated usage and performance data, app errors and debugging information. Google Analytics is owned and controlled by Google LLC. Data collected by Google is subject to its privacy policy. To learn how Google uses data related to website analytics, please click here https://policies.google.com/technologies/partner-sites**.** You may opt-out of having your activity on our website made available to Google Analytics by installing the Google Analytics browser add-on, available here: https://tools.google.com/dlpage/gaoptout.

6.1.3 Under applicable state privacy laws, the disclosure of data received by our third-party advertising and social media partners may be considered a "sale" or "sharing" of Personal Information.

6.1.4 We do not have actual knowledge that we sell or share the Personal Information of consumers under 16 years of age.

6.2 **Disclosure of Personal Information to Service Providers**

In addition, we disclose and have disclosed in the preceding 12 months Personal Information to our service providers and contractors for the following business purposes.

6.2.1 **Auditing of Ad Impression:** We disclose Personal Information for auditing purposes related to counting ad impressions to unique visitors, verifying positioning and quality of ad impressions, and auditing compliance with this specification and other standards.

6.2.2 **Security and Fraud Detection:** We disclose Personal Information for our security and fraud detection services including detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity; and prosecuting those responsible for that activity.

6.2.3 **Functionality & Debugging:** We disclose Personal Information to engage in debugging to identify and repair errors that impair existing intended functionality.

6.2.4 **Services on Our Behalf:** We disclose Personal Information in order to receive services performed on our behalf, including maintaining or servicing accounts, providing customer service, processing or fulfilling orders and transactions, verifying customer information, processing payments, providing financing, providing analytic services, providing storage, or providing similar services on our behalf.

6.2.5 **Advertising and Marketing Services:** We disclose Personal Information to provide advertising or marketing services on our own behalf.

The following chart sets forth the categories of Personal Information:

Categories of Personal Information that We Disclose	Business Purposes for the Disclosure of Personal Information
Identifiers	Auditing of Ad Impression Security and Fraud Detection Functionality & Debugging Services on Our Behalf Advertising and Marketing Services
Protected Characteristics	Auditing of Ad Impression Security and Fraud Detection Functionality & Debugging Services on Our Behalf Advertising and Marketing Services
Commercial Information	Auditing of Ad Impression Security and Fraud Detection Functionality & Debugging Services on Our Behalf Advertising and Marketing Services
Internet Information	Auditing of Ad Impression Security and Fraud Detection Functionality & Debugging Services on Our Behalf Advertising and Marketing Services
Geolocation Data	Security and Fraud Detection Functionality and Debugging Services on Our Behalf Auditing of Ad Impression Security and Fraud Detection Functionality & Debugging Services on Our Behalf Advertising and Marketing Services

Audiovisual Information	Auditing of Ad Impression Security and Fraud Detection Functionality & Debugging Services on Our Behalf Advertising and Marketing Services
Professional or Employment Information	Auditing of Ad Impression Security and Fraud Detection Functionality & Debugging Services on Our Behalf Advertising and Marketing Services and Services
Education Information	Auditing of Ad Impression Security and Fraud Detection Functionality & Debugging Services on Our Behalf Advertising and Marketing Services
Inferences	Auditing of Ad Impression Security and Fraud Detection Functionality & Debugging Services on Our Behalf Advertising and Marketing Services

6.3 **As Necessary:** We may also disclose Personal Information, as necessary: (a) to comply with any legal process; (b) to respond to requests from public and government authorities; (c) to enforce our terms and conditions; (d) to protect our operations and protect our rights, privacy, safety or property, and those of you or others; and (e) to allow us to pursue available remedies or limit the damages that we may sustain. We may also use Personal Information in connection with or during negotiation of any reorganization, acquisition, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

6.4 **Sensitive Personal Information**. We only use Sensitive Personal Information for purposes disclosed herein. We do not use or disclose Sensitive Personal Information for purposes other than those specified herein.

7.0 OUR RETENTION POLICY – HOW LONG WE KEEP YOUR PERSONAL INFORMATION

We will retain each category of your Personal Information identified above only for an amount of time that is reasonably necessary for us to use the information for the purposes disclosed herein and for any other permitted purposes, including retention of Personal Information pursuant to any applicable contract, law, or regulation. To determine the appropriate retention period for Personal Information, we consider the amount, nature, and sensitivity of the Personal Information, the potential risk of harm from unauthorized use or disclosure of your Personal Information, the purposes for which we process your Personal Information, whether we can achieve those purposes through other means, and the applicable legal requirements.

8.0 DATA SECURITY

We implement technical, organizational, administrative, and physical measures to help ensure a level of security appropriate to the risk to the Personal Information we collect, use, process, and disclose. These measures are aimed at ensuring the on-going integrity and confidentiality of Personal Information. We evaluate these measures on a regular basis to help ensure the security of the processing. Please be aware that, despite our ongoing efforts, no security measures are perfect or impenetrable.

9.0 CHILDREN

We do not direct our websites or applications to children under thirteen (13) years of age. We do not knowingly collect information from persons under 13 years of age or provide any personal information from such persons to any third party for any reason whatsoever. We do not allow persons known to be under 13 years of age to receive direct marketing communications from us. No information should be submitted to our websites or applications by persons under 13 years of age. When appropriate, we may ask you to indicate your date of birth to verify compliance with the age requirements set forth herein. Furthermore, if we have actual knowledge that you are 13 years of age and not older than 18 years of age, we will not, without your consent, process your Personal Information for the purposes of targeted advertising, profile you in furtherance of decisions that produce legal effects or effects of similar significance, or sell your Personal Information.

10.0 YOUR RIGHTS IF YOU ARE A RESIDENT OF CALIFORNIA

10.1 California residents may exercise certain privacy rights pursuant to the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act of 2023, and related regulations. Your right to submit certain requests as a California resident are described below. Please note that these rights are subject to certain exceptions and certain of these rights are subject to verification mechanisms.

10.1.1 **Right to Know Personal Information Collected About You.** You have the right to know: (1) the categories of Personal Information we have collected about you; (2) the categories of sources from which the Personal

Information is collected; (3) the business or commercial purpose for collecting, selling, or sharing Personal Information; (4) the categories of third parties to whom we disclose Personal Information; and (5) the specific pieces of Personal Information we have collected about you. You also have the right to know the list of all third parties to whom we have disclosed Personal Information, as defined under California Civil Code Section 1798.83(e) (aka the "Shine the Light Law"), during the preceding year for third-party direct marketing purposes. You may submit a request by emailing us at privacy@tics.com.

10.1.2 **Right to Know Personal Information Disclosed, Sold, or Shared and to Whom.** You have the right to request that we disclose to you: (1) the categories of Personal Information that we collected about you; (2) the categories of Personal Information that we sold or shared about you and the categories of third parties to whom the Personal Information was sold or shared, by category or categories of Personal Information for each category of third parties to whom the Personal Information was sold or shared; and (3) the categories of Personal Information that we disclosed about you for a business purpose and the categories of persons to whom it was disclosed for a business purpose. You may submit a request by emailing us at privacy@tics.com.

10.1.3 **Right to Request Deletion of Your Personal Information.** You have the right to request that we delete your Personal Information, subject to a number of exceptions. Following receipt of a request, we will let you know what, if any, Personal Information we can delete from our records. If we cannot delete all of your Personal Information, we will let you know the reason. You may submit a request by emailing us at privacy@tics.com.

10.1.4 **Right to Correct Inaccurate Information.** If you believe that any of the Personal Information we maintain about you is inaccurate, you have the right to submit a request for us to correct that information. Upon receipt of a request, we will use commercially reasonable efforts to correct the information as you direct. You may submit a request by emailing us at privacy@tics.com.

10.1.5 **Right to Opt-Out of the Sale and Sharing of Your Personal Information.** You may opt-out of the sale or sharing of your Personal Information, to the extent appliable, by clicking Do Not Sell or Share My Personal Information or entering the following URL in your browser address bar: https://ticsolutions.com/cookie-and-personal-information-settings/. You can also exercise this right to opt-out by using a browser that supports an opt-out preference signal (also known as a Global Privacy Control (GPC)). If you choose to use this signal, you will need to turn it on for each browser you use.

10.1.6 Right to Limit the Use of Your Sensitive Personal Information. You have the right to limit the use of Sensitive Personal Information under circumstances. You do not have this right where we use your Sensitive Personal Information for the following purposes: (i) to that use which is necessary to perform the services or provide the goods reasonably expected by you; (ii) to help to ensure security and integrity; (iii) to perform services on our behalf; (iv) to undertake activities to verify or maintain the quality or safety of a service or device that is owned, manufactured, manufactured for, or controlled by us; and (v) to improve, upgrade, or enhance the service or device that is owned, manufactured, manufactured for, or controlled by us. Given the uses of your Sensitive Personal Information, this right does not apply to you.

10.1.7 **Right to Non-Discrimination for Exercising Your Rights.** If you choose to exercise any of your rights, you have the right to not receive discriminatory treatment by us.

10.1.8 **Rights Regarding Automated Decision-Making Technology**. Subject to certain exceptions, you may have the right to opt out of any technology that processes Personal Information and uses computation to replace or substantially replace human decision-making in order to make a significant decision about you, such as a decision resulting in the provision or denial of employment or independent contracting opportunities or compensation ("Automated Decision-Making Technology" or "ADMT"). Subject to certain exceptions, you may also have the right to request information about our use of ADMT with respect to you, including the specific purpose for which we used the ADMT, the logic used by the ADMT, and the outcome of the decision-making process as it relates to you. You may submit a request by emailing us at privacy@tics.com.

10.2 When you make a request to know, delete, or correct, to help protect your privacy and maintain security, we will take steps to verify your identity. Our verification procedure may differ depending on whether you have an account with us or not and the request you are making. The following generally describes the verification processes we use:

10.2.1 **Password Protected Accounts**. If you have a password-protected account with us, we may use existing authentication practices to verify your identity but will require re-authentication before disclosing, correcting or deleting data. If we suspect fraudulent or malicious activity relating to your account, we will require further verification (as described below) before complying with a request to know or delete.

10.2.2 **Verification for Non-Account Holders**. If you do not have, or cannot access, a password-protected account with us, we will generally verify your identity as follows:

10.2.3 For requests to know categories of Personal Information, we will verify your identity to a reasonable degree of certainty by matching at least two data points provided by you with reliable data points maintained by us.

10.2.4 For requests to know specific pieces of Personal Information, we will verify your identity to a reasonably high degree of certainty by matching at least three data points provided by you with reliable data points maintained by us. We will also require a declaration, signed under penalty of perjury, that the person requesting the information is the person whose information is the subject of the request or that person's authorized representative. We will maintain all signed declarations as part of our records.

10.2.5 For requests to correct or delete Personal Information, we will verify your identity to a reasonable degree or a reasonably high degree of certainty depending on the sensitivity of the Personal Information and the risk of harm posed by unauthorized deletion. We will act in good faith when determining the appropriate standard to apply.

10.2.6 If there is no reasonable method by which we can verify your identity, wewill state so in response to a request to know or delete Personal Information, including an explanation of why we have no reasonable method to verify your identity.

10.2.7 If you use an authorized agent to submit a request to know, delete or correct, we may require the authorized agent to provide proof that you gave the agent signed permission to submit the request. We may also require you to do either of the following: (a) verify your own identity directly with us; or (b) directly confirm with us that you provided the authorized agent permission to submit the request. This requirement does not apply if you have provided the authorized agent with power of attorney pursuant to California Probate Code sections 4121 to 4130.

We will respond to requests to know, requests to delete and / or delete no later than 45 calendar days. If we cannot verify your request within 45 days, we may deny your request. If necessary, we may take up to an additional 45 days to respond to your request but in such an event will provide you a notice and an explanation of the reason that we will take more than 45 days to respond to your request. If we cannot fulfill your request, we will notify you of that decision and the reasons within 45 days. If you believe our decision was in error, you may submit an appeal using the contact methods above. If the result is the same, you may also seek assistance from the California Attorney General at https://oag.ca.gov/contact/consumer-complaint-against-business-or-company.

11.0 YOUR RIGHTS IF YOU ARE A RESIDENT OF TEXAS OR NEBRASKA

11.1 Texas and Nebraska residents may exercise certain privacy rights pursuant to the Texas Data Privacy and Security Act (TDPSA) and the Nebraska Data Privacy Act (NDPA), respectively. Your right to submit certain requests as a Texas or Nebraska

resident are described below. With respect to the processing of personal information belonging to a known child, a parent or legal guardian of the child may exercise the consumer rights on behalf of the known child. Please note that these rights are subject to certain exceptions and certain of these rights are subject to verification mechanisms.

11.1.1 **Right to Know**. You have the right to know whether we are processing your Personal Information.

11.1.2 **Right of Access**. You have the right to access your Personal Information, and to obtain a copy of it in a readily usable format, if feasible.

11.1.3 **Right to Correct Inaccuracies**. You may request that inaccuracies in your Personal Information be corrected.

11.1.4 **Right to Delete**. You have the right to request that your Personal Information be deleted, except in cases where retention is required, for example by law or contractual obligation.

11.1.5 **Right to Data Portability**. You have the right to obtain a copy of your Personal Information in a portable and, if feasible, readily usable format.

11.1.6 **Right to Opt-Out**. You have the right to opt out of the processing of your Personal Information for the purposes of: (i) targeted advertising; (ii) the sale of Personal Information; or (iii) profiling in furtherance of a decision that produces a legal or similarly significant effect concerning you. "Profiling" means any form of solely automated processing performed on Personal Information to evaluate, analyze, or predict personal aspects related to an identified or identifiable individual's economic situation, health, personal preferences, interests, reliability, behavior, location, or movements.

11.1.7 **Right to Non-Discrimination for Exercising Your Rights**. If you choose to exercise any of your rights, you have the right to not receive discriminatory treatment by us.

11.2 **How to Make a Request**. You may exercise your rights as a Texas or Nebraska resident by emailing us at privacy@tics.com. You may opt out of the sale of your Personal Information and/or targeted advertising by clicking here or entering the following URL in your browser address bar: https://ticsolutions.com/cookie-and-personal-information-settings/, or by using a browser that supports an opt-out preference signal (Global Privacy Control (GPC)). We will respond to valid requests within 45 calendar days and, if necessary, may take up to an additional 45 days, in which case we will notify you of the extension and the reason for it. If we cannot fulfill your request, we will notify you of that decision and the reasons within 45 days. If you believe our decision was in error, you may submit an appeal using the contact methods above. If the result is the same, you may also seek assistance from your state attorney general.

Nebraska: https://ne.accessgov.com/ago/Forms/Page/ago/2efd1471-06a7-4cd1-9bd2-cc8fe4e37c02/eaa18f8a-30e7-48c7-b97b-eaabb1ab6ce8/1

Texas: https://consumerprotection.texasattorneygeneral.gov/consumercomplaintportal/s/

12.0 NEBRASKA PRIVACY NOTICE

Nebraska law provides that Nevada residents may opt-out of the "sale" of "covered information" to third parties, including but not limited to name, address, social security number, and online service activity. Our uses of your personal information are not sales under Nevada law, so no opt-out is required.

13.0 HOW TO CONTACT US

If you have any questions or concerns about our privacy policies and practices, please feel free to contact us by emailing us at privacy@tics.com or writing to us at:

United States
Attention: Chief Privacy Officer
TIC Solutions Service Corporation
2700 Post Oak Blvd. Ste. 2300
Houston, Texas 77056

Canada
Attention: Privacy Officer
TIC Solutions Service Corporation
Suite 260 2301 Premier Way
Sherwood Park, Alberta T8H 2K8