

Website and Back-Office Privacy Policy

You have entered a “replicated website,” of an Independent Pet Consultant for NéVetica International, LLC, the Back-Office of a NéVetica independent pet consultant, the corporate website of NéVetica International, LLC, or a mobile application (“App”) operated by NéVetica International, LLC (referred to herein as “NéVetica”, “our”, “us” or “we”). The site or App you have entered (collectively the “Site”) is operated by NéVetica and is hosted on the server of NéVetica’s third-party technology provider. The information you submit on this Site is sent to and accessed by NéVetica and not the Independent consultant to whom this Site is assigned (except as set forth in this privacy policy). By visiting this Site and providing information to NéVetica you consent to the following privacy policy, use and disclosure of information.

INFORMATION COLLECTION

Personally Identifiable Information

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

Consultant and Customer Information

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

INFORMATION USE & SHARING

Personally Identifiable Information

NéVetica DOES NOT share personally identifiable information except with contracted service providers as may be necessary to: (a) process orders and/or returns and obtain payment; (b) complete an enrollment as a consultant or customer; (c) maintain our genealogy database; (d) issue payment and report income to taxing authorities; and (e) maintain communication with you; (e) to upline consultant(s) as described in the Genealogy Information section; and/or (f) to assign a sales or enrollment lead to a consultant; (g) to

governmental agencies or third parties as required pursuant to law or legal process; and (h) to third-parties that we may retain to conduct surveys, as set forth below.

Genealogy Information

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

Sales Information

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

Aggregate Information (non-personally identifiable)

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

Business Transitions

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

Lead Assignment and Consultant Locator Features

NéVetica occasionally will assign prospective sales and new consultant leads to consultants. In these cases, we will provide the lead with the appropriate consultant's name and contact information and/or provide a consultant with the prospective lead's name and contact information. In addition, NéVetica may offer a consultant Locator feature on its website. Pursuant to this feature, a prospective customer or new consultant can locate a nearby NéVetica consultant. In order to make the consultant Locator feature and the lead assignments effective, the company will provide the prospective customer or new consultant with the consultant's name and contact information, which may include his/her telephone number, address, and/or email address.

Surveys

It may become necessary to conduct surveys of our customers or consultants. Should we deem it necessary to conduct a survey, we may outsource the survey to a third party. We will provide the third-party survey company with your personal information as is necessary for the third-party survey company to conduct the survey and to those third parties whom we engage to review and analyze the results of the survey. We will not provide your social security number, credit card or banking information to the survey provider.

MISCELLANEOUS

Dispute Resolution

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

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

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

Changes to this Privacy Policy

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

Links

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

California Online Privacy Protection Act Compliance

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

Children's Online Privacy Protection Act Compliance

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

Online Privacy Policy Only

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

Questions

Questions regarding this Privacy Policy should be directed to info@nevetica.com.

Effective Date

The effective date of this Privacy Policy is March 31, 2018.