

# Privacy Policy

Gold Medal Products Co.  
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Your privacy is very important to us. This Privacy Policy discloses how Gold Medal Products Co. (“Gold Medal”) collects, protects, uses and shares personal information gathered about you, in conformance with applicable law. All personal information is collected in a fair and non-intrusive manner. By visiting our websites and providing us with your personal information, you give us consent to use the information only for the purpose for which it was collected. Personal Information is not accessible to anyone outside the specific function for which it is collected. Gold Medal respects the privacy of employees and job applicants, customers and other visitors to our websites. We recognize the need for appropriate protection and management of personal information that you provide to us. This Privacy Policy will assist you to understand what types of information we may collect, how that information may be used and with whom the information may be shared.

Personal Information is any information concerning the personal or material circumstances of an identified or identifiable individual. Personal Information shall include but is not limited to: identifying information such as name, home address, home telephone number, e-mail address, Social Security number, financial information and employment-related information such as may be found on resumes, applications, background verification information, or in employment references. We will not collect sensitive Personal Information, except to comply with Affirmative Action data requirements. Sensitive Personal Information can include but is not limited to: information pertaining to gender, disabilities and veteran status.

In addition to Personal Information, we use data collection devices such as “cookies” on certain web pages to help analyze our web page flow and measure promotional effectiveness. Cookies are pieces of information a website sends to an individual’s hard drive while they are viewing the website. Cookies allow the website to remember important information that will make your visit to the site more useful. We use cookies to help improve your future visits.

We use Personal Information to facilitate the services you request. We have tailored our Privacy Policy to adequately inform you of the use of your Personal Information.

Gold Medal also collects Personal Information from its employees and applicants (human resource data) in connection with administration of its Human Resources programs and functions. These programs and functions include, but are not limited to: job applications and hiring programs, compensation and benefit programs, performance appraisals, training, access to Gold Medal facilities and computer networks, employee profiles, internal intranet employee directories, Human Resource recordkeeping, Affirmative Action data, and other employment related purposes. It is the policy of Gold Medal to keep all past and present employee information private from disclosure to third parties. There are certain business related exceptions and they are:

1. To comply with county, state or federal agency requests or court orders;

2. Inquiries from third parties with a signed authorization from the employee to release the information, except in situations where limited verbal verifications are acceptable (see below);
3. Third parties with whom Gold Medal has contractual agreements to assist in the administration of company sponsored benefits. Verifications of Employment from Prospective employers, state agencies, financial institutions, and residential property managers routinely contact Gold Medal requesting information on a former or current employee's work history and salary. All such requests of this type shall be referred to and completed on a confidential basis by the Human Resources or Payroll Department. For written verification of employment requests, information will be provided on the form only when it is accompanied by an employee's signed authorization to release information. The form will be returned directly to the requesting party and filed as part of the Human Resources or Payroll Department's confidential records.

Except as described in this Privacy Policy, Gold Medal will not disclose Personal Information to a third party, unless such disclosure is requested, there is consent to such disclosure, or disclosure is required by law or court order. Gold Medal ensures that Personal Information is safeguarded against loss, access, use, modification, disclosure, or other misuse. All reasonable steps are taken to prevent unauthorized use or disclosure of your Personal Information. Gold Medal will retain your Personal Information only for as long as necessary to fulfill the purpose(s) for which it was collected and to comply with applicable laws or court orders. Your consent to such purpose(s) remains valid after termination of our relationship with you. We take all reasonable steps to ensure that your Personal Information is accurate, up-to-date, complete, relevant and not misleading.

Our websites may, from time to time, contain links to other entities. These websites are not within our control and may not follow the same privacy, security, or accessibility policies. Once you link to another site, you are subject to the policies of that site.

You may contact Gold Medal's Privacy Officer – James Adam Browning - to access, correct or delete your Personal Information. If necessary, the Privacy Officer will contact another employee to assist in completing your requested task. If you have any questions or complaints, please contact the Privacy Officer. The Privacy Officer can be reached by telephone at 1-800-543-0862 or e-mail at [jabrowning@gmpopcorn.com](mailto:jabrowning@gmpopcorn.com).

This Privacy Policy may be amended by Gold Medal at any time, without prior notification.