

# Privacy Policy

Gold Medal Products Co.  
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Your privacy is very important to us. The Privacy Policy discloses how Gold Medal collects, protects, uses and shares personal information gathered about you, in conformance with the applicable law. All personal information is collected in a fair and non-intrusive manner, with your voluntary consent. 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 who may choose to provide personal information. We recognize the need for appropriate protection and management of personal information that you provide to us. The 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.

Gold Medal does not collect “cookies” on our web pages, accept with your permission.

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;

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 which Gold Medal has contractual agreements to assist in administration of company sponsored benefits. Verifications of Employment 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 Department 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. Gold Medal insures 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, and your consent to such purpose(s) remains valid after termination or our relationship with you. We take all reasonable steps to insure that your Personal Information is accurate, up-to-date, complete, relevant and not misleading.

You may contact the Privacy Officer 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. Email contact is [bgreenhalgh@gmpopcorn.com](mailto:bgreenhalgh@gmpopcorn.com).

The Privacy Policy may be amended at any time, without prior notification.