

Phuse Beauty

Privacy Policy

You have entered a website operated by Phuse Beauty (referred to herein as “Phuse”, “our”, “us” or “we”). This Site is hosted on the server(s) of Phuse’s third-party technology provider. The information you submit on this site is sent to / accessed by Phuse. If this website is a “replicated website” of an Independent Glam Consultant of Phuse, the information that you submit on this site is sent to / accessed by Phuse and not the Independent Glam Consultant to whom this Site is assigned (except as set forth in this privacy policy). By visiting this Site and providing information to Phuse you consent to the following privacy policy, use and disclosure of information.

INFORMATION COLLECTION

Phuse is the sole owner of the information collected on our websites and on the replicated Phuse websites that we provide for use by independent contractor Glam Consultants (hereafter the “websites”). We collect information from Independent Glam Consultants (“Glam Consultants”), customers and visitors to the websites at different points on the websites.

Personally Identifiable Information

Through your use of or visits to our websites, 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.

Glam Consultant and Customer Information

In order to become a Glam Consultant, an applicant must provide biographical and contact information (such as name, mailing address, telephone numbers, and email address) to us. We also require 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. Glam Consultants and Customers are required to provide contact information (such as name, mailing address, telephone number(s), and email address). Glam 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 Glam Consultants and customers, to process Glam Consultant and customer orders, and for billing purposes.

Profile Information

Phuse or its technology partners gather and store information that they collect through cookies, log files, clear gifs, and/or third parties to create a profile of visitors to our websites (“users”), including customers and Glam Consultants. A profile is stored information that Phuse keeps on individual users which details their viewing preferences. Profile information is tied to the user’s personally identifiable information to provide offers and improve the content of the site for the user.

INFORMATION USE & SHARING

Personally Identifiable Information

Phuse 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 Glam Consultant or customer. We also provide personally identifiable information: (a) to upline Glam Consultant(s) as described in the Downline Genealogy Report section; and/or (b) to list the Glam Consultant on the Company's Glam Consultant locator feature on the Company's website; and/or (c) to assign a sales or enrollment lead to a Glam Consultant; and/or (d) to governmental agencies as required pursuant to law.

Genealogy Information

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

Sales Information

If this Site is a replicated website assigned to one of our Glam Consultants and you make a purchase from a Glam Consultant through this Site, we will provide the Glam Consultant to whom this Site is assigned with your name, contact information, and a description of the item(s) purchased. No other personally identifiable information will be shared with the Glam Consultants.

Aggregate Information (non-personally identifiable)

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

Business Transitions

In the event Phuse goes through a business transition, such as a merger, being acquired by another company, or selling a portion of its assets, the personal information of Glam Consultants and customers will, in most instances, be part of the assets transferred. If as a result of the business transition, your personally identifiable information will be used in a manner different from that stated at the time of collection, you will be given choice consistent with our notification of changes section.

Lead Assignment and Glam Consultant Locator Features

Phuse occasionally will assign prospective sales and new Glam Consultant leads to Glam Consultants. In these cases, we will provide the lead with the appropriate Glam Consultant's name and contact information and/or provide a Glam Consultant with the prospective lead's name and contact information. Phuse may, at its discretion, implement a Glam Consultant Locator feature on our websites. Pursuant to this feature, a prospective customer or new Glam Consultant can locate a nearby Phuse Glam Consultant. In order to make the Glam Consultant Locator feature and the lead assignments effective, the company will provide the prospective customer or new Glam Consultant with the Glam Consultant's name and contact information, which may include his/her telephone number, address, and/or email address.

COMMUNICATIONS FROM US

Special Offers and Updates

Phuse sends all new Glam Consultants and Customers a welcoming email to verify password, username, and acceptance of the Glam Consultant Agreement or Customer Agreement. All Glam Consultants and Customers will occasionally receive information on the Phuse business, products, services, special deals, and a newsletter.

Service Announcements

On rare occasions it is necessary to send out a strictly service related announcement. For instance, if our service is temporarily suspended for maintenance we might send Glam Consultants and/or customers an email. Generally, Glam Consultants may not opt-out of these communications, though they can deactivate their account. However, these communications are not promotional in nature.

Glam Consultant and Customer Service

Phuse communicates with Glam Consultants and Customers via email, regular mail, SMS messaging, and telephone on a regular basis to provide requested services and in regards to issues relating to their Phuse business. Phuse communicates with customers with respect to products or services purchased by such customers from Phuse. Such communications may be by email, SMS messaging, regular mail or telephone. Phuse may also communicate with Glam Consultants through leaving messages in Glam Consultants' Back-Offices.

MISCELLANEOUS

Legal Disclaimer

Though Phuse makes every effort to preserve user privacy, Phuse may need to disclose personal information when required by law wherein we have a good-faith belief that such action is necessary to comply with a current judicial proceeding, a law enforcement action, a subpoena, warrant, court order or legal process served on Phuse, or where such disclosure is legally required (by statute, regulation, or ordinance) in order for Phuse conduct business in certain jurisdictions.

Changes to this Privacy Policy

Phuse 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 at our home page for a period of at least 30 days prior to implementation of the amended Privacy Policy.

Choice

Users are notified when their information is being collected by any outside parties. We do this so users can make an informed choice as to whether or not they should proceed with services that require an outside party.

Links

Phuse's websites may contain links to other sites. Please be aware that Phuse 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 Phuse 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 customerservice@phusebeauty.com, or by mail to Phuse, 68 Leveroni Court, Suite 200, Novato, CA 94949.

Effective Date

The effective date of this Privacy Policy is December 18, 2013.