



PRIVACY POLICY

(pertaining to all Dire Solutions web sites and web pages)

This Privacy Policy (Policy) sets forth the Kymirra Marketing Group, LLC (Dire Solutions, we, or us) policies regarding the collection and use of information relating to the Dire Solutions web sites (Sites). When we refer to Dire Solutions, we or us, we mean Kymirra Marketing Group, LLC, including our affiliates and subsidiaries. Certain areas of the Site contain information intended only for our authorized employees, affiliates, partners, and clients. Accordingly, Dire Solutions reserves the right to limit certain areas of the Site to those persons who register and meet the qualifications imposed by us. This Policy addresses our privacy practices relating to general and registered use of our Site by visitors located within the United States. All access to the Dire Solutions web sites outside of the United States is strictly prohibited.

INFORMATION WE COLLECT AND HOW WE USE IT

Personally identifiable information (Personal Information) is information that can be used to identify or contact you, such as your name, email address, telephone number or similar information. Dire Solutions only collects Personal Information that you choose to share with us, such as when (1) contacting us via the Site (by clicking on the "Contact" button or any other button that would lead to form to be submitted), (2) submitting your resume online in response to a job posting, (3) registering online for an event or course or, (4) upon registration for access to those areas of our Site intended only for Dire Solutions employees, affiliates, partners, and clients.

REGISTERED USERS

Any persons can register in certain portions of the Dire Solutions web sites, which may require the submission of Personal Information. We reserve the right to use this information for marketing purposes and statistical purposes within the Dire Solutions companies. Dire Solutions, however, will not sell or distribute this information to any persons or companies outside of the Kymirra Marketing Group, LLC company for any purpose. All Personal Information is strictly used for purposes of Dire Solutions only. We may use your Personal Information to send periodic marketing or promotional notices to you or notify you of any changes to this Policy. You can always opt-out of receiving these communications from us by following the "opt-out" procedures described below or click the "unsubscribe" button at the bottom of each email mailing.

RESUME SUBMISSION

If your Personal Information is submitted through the Site when applying for a position with Dire Solutions, your Personal Information will be used solely for the purpose of accepting and evaluating you for the position. We may retain your Personal Information for a period of time, but only for the purpose of considering your application for current or future positions at Dire Solutions. This information may be shared within Dire

Solutions as well as with third party service providers contracted by us to collect and maintain candidate submissions for job postings. Dire Solutions also reserves the right to add any Personal Information to any Dire Solutions mailing lists, which can be opted-out of by using the opt-out instructions below or by clicking the unsubscribe button at the bottom of each email mailing.

CONTACTING DIRE SOLUTIONS

If you contact Dire Solutions via the Site, we will only use your Personal Information contained in your email to respond to your specific inquiry or comments in the email. Dire Solutions also reserves the right to add any Personal Information to any Dire Solutions mailing lists, which can be opted-out of by using the opt-out instructions below or by clicking the unsubscribe button at the bottom of each email mailing.

GENERAL INFORMATION AND ACCURACY

Any information you provide to Dire Solutions must be true, accurate, current, non-misleading, and consistent and relevant for the purpose for which you are providing the information. If you are a registered user, you must have the authority to provide the information submitted to and through the Site, and understand and agree that we may from time to time verify such authority. Dire Solutions reserves the right to add any Personal Information to any Dire Solutions mailing lists, which can be opted-out of by using the opt-out instructions below or by clicking the unsubscribe button at the bottom of each email mailing.

USAGE DATA

The Site automatically tracks certain information about your behavior while visiting the Site. We collect and store this aggregate information in order to measure the Site's performance and improve the Site's design and functionality. We may also share this aggregate information with third parties to illustrate how the Site is used and for other marketing purposes. If you are a registered user, we may use your Usage Data with or without your Personal Information, in order to measure the Site's performance and improve the Site's design and functionality. We may also share this aggregate information with third parties to illustrate how the Site is used and for other marketing purposes. We may use your Personal Information to improve our marketing efforts, statistically evaluate site usage, improve our Sites or customize our Site's content, layout and services. See also "Cookies", below.

COOKIES AND CLEAR GIFS

Dire Solutions uses both "session" and "persistent" cookies on this Site. A cookie is a small piece of information that is sent to your browser and stored in your computer's hard drive. The purpose of a cookie is to remember certain user inputs on the Site. Personalization features also use cookies to identify groups of users and deliver appropriate Site content and services, as well as feedback related to marketing and email campaigns.

Session cookies are temporary bits of information that are erased at a time designated by the settings of your browser, which is uncontrollable by the Dire Solutions web sites. Persistent cookies are more permanent bits of information that are placed on the hard drive of your computer and stay there unless you delete the cookie.

They store information on your computer for a number of reasons, such as retrieving certain information you have previously provided (i.e., username and password), helping to determine what areas of the Site you find most valuable, and customizing the Site based on your preferences on an ongoing basis. Persistent cookies placed on your computer by these Sites may hold Personal Information, but only if you have consented to the provision of Personal Information in accordance with the terms of this Privacy Policy. Otherwise, these Site's servers only know that an unidentified visitor with your cookies has returned to these Sites. In addition to customization, persistent cookies will be used to provide you with better service on the Sites, to compile and analyze statistics and trends, and to otherwise administer and improve the Sites for your use. Subject to applicable laws and in accordance with the terms of this Privacy Policy, information gathered through the use of persistent cookies on the Sites may also be shared with, or sold to, third parties.

The Sites may also use clear gifs (also known as web beacons) in combination with cookies, in order to help Sites operators understand how visitors interact with the Sites. A clear gif is typically a transparent graphic image (usually 1 pixel by 1 pixel in size) that is placed on the Sites, which allows the Sites to measure the actions of a visitor who opens the page that contains the clear gif. Dire Solutions uses clear gifs to measure traffic and related behavior, and to improve your experience when visiting the Sites. We also use clear gifs to manage the content available on the Sites.

Dire Solutions contracts with a number of third party service providers who use cookie technology to track and analyze usage and volume statistical information, and monitor responses to email and advertising campaigns on behalf of Dire Solutions. The information obtained from cookies is used by Dire Solutions, and in certain cases by its third party service providers, to administer the Sites, improve the quality of your experience when visiting, and monitor the efficiency of Dire Solutions's marketing activities. Data collected by any such third party from these Sites is owned and used by Dire Solutions, but is accessible by such third party administrators.

Cookies do not damage your computer, and as deployed by Dire Solutions, cannot be used to discover your identity. You can set your browser to notify you when a cookie is being sent to your computer. This will notify you whether or not you are required to accept the cookie in order to view certain Site content, and allows you to decide if you want to accept the cookie or not. You can also set your browser to accept all cookies or to refuse cookies altogether. If you do prevent your computer from accepting cookies, you will still be able to fully access the Site, although you may lose some additional functionality and convenience provided through the use of cookies.

USE AND DISCLOSURE

In addition to the uses described throughout this Policy, and subject to applicable laws, we and our Service Providers may disclose your Personal Information:

- To unaffiliated third parties that are under contract to perform services for or on behalf of Dire Solutions (Service Providers), and are required to uphold and maintain Dire Solutions's policies with respect to privacy and the treatment of your Personal Information (e.g., vendors maintaining our computer databases or performing marketing activities for Dire Solutions relating solely to services and products provided by Dire Solutions and its affiliates);
- To other persons as permitted by applicable law or regulation; and

- To law enforcement personnel and agencies, or as part of a legal process, in order to protect our property or in furtherance of an investigation regarding a breach of the Site rules and policies, unauthorized access to or use of the Sites or any other illegal activities.

Any access to such information will be limited to the purpose for which such information was provided to our affiliate, subsidiary or Service Provider. Our affiliates, subsidiaries and Service Providers may be located throughout the world. Accordingly, information may be sent worldwide to countries which have a different level of privacy protection than the United States.

CONSENT TO PROCESSING

By using our Sites, or providing information to Dire Solutions, you understand and unambiguously consent to the collection, processing, transfer and use of information in the United States and other countries and territories, for the purposes set forth in this Policy. You hereby consent to the collection, processing and disclosure by Dire Solutions of your Personal Information as described under this Policy, including but not limited to the transfer of your Personal Information between Dire Solutions's Service Providers, affiliates and subsidiaries in accordance with this Policy. For further certainty, any consent relating to a right to transfer information referred to in this paragraph shall be deemed to include your consent to the transfer of the applicable Personal Information to a jurisdiction which may have a different level of privacy protection than that available in your own country.

OPT-OUT CHOICES

To "opt-out" of (1) receiving communications from Dire Solutions (except for communications necessary for your use of the Sites), (2) having your personally identifiable information disclosed to third parties for marketing purposes, or (3) any other consent previously granted for a specific purpose concerning your personally identifiable information, send an e-mail to Dire Solutions at support@diresolutions.com or click "unsubscribe" at the bottom of each email mailing to stop receiving that specific mailing.

REVIEWING OR CHANGING INFORMATION

If you are a registered user, you may request to review, change or delete information previously provided to us by modifying your profile at the Login Screen or by sending an e-mail to support@diresolutions.com. Requests for changes to or deletions of your Personal Information should be made by you directly and will not affect the retainage of Personal Information within the Dire Solutions network as required by Colorado state law. All account information may be removed from web site databases, but cannot be removed from the financial and client information system kept by Dire Solutions internally. All information retained will not be used for purposes other than statistical or financial.

EXTERNAL WEB SITES

This Policy applies only to web sites registered and owned by the Dire Solutions company. Dire Solutions, its affiliates and subsidiaries operate many web sites for different purposes and in multiple jurisdictions where local laws may apply. This Site includes links to both our affiliated sites and to non-Dire Solutions web sites, including access to content, products and services of such affiliated and non-affiliated sites (Other Sites). In

some cases, these Other Sites are made available via "framing technology", and may appear to be part of this Site. Although some of the entities controlling these framed sites are under contract with Dire Solutions, we urge you to familiarize yourself with the individual privacy and other terms for each linked or framed site prior to submitting your Personal Information.

SALE OR TRANSFER OF INFORMATION

In the event of a sale, merger, liquidation, dissolution, or sale or transfer of substantially all of the assets of Dire Solutions, registration data and/or Usage Data collected about you from the Site may be sold, assigned, or transferred to the party acquiring all or substantially all of the equity and/or assets of Dire Solutions in order to permit the party to continue the operation of the Site, including the restricted areas. Subject to your ability to opt-out as described above, by using this Site and submitting your information to us, you consent to the sale and transfer of your information as described in this paragraph.

SECURITY

Dire Solutions takes seriously the security of the information it collects. Dire Solutions has therefore implemented technology and security policies and procedures intended to reduce the risk of accidental destruction or loss, or the unauthorized disclosure or access to, such information, reasonably appropriate to the nature of the data concerned. However, by using this site in any form assumes the risk of a security breach of the Dire Solutions web sites at any time. All liability of Dire Solutions due to a security breach resulting in the theft of any Personal Information is released by the use of any and all Dire Solutions web sites.

CHILDREN

Our Site is not generally intended for use by children under the age of 13, and Dire Solutions does not knowingly collect Personal Information from children in this age group. If we become aware that a user under the age of 13 has registered or is attempting to register, we will notify the user that he or she is not eligible for registration. We will then expunge any related Personal Information from our records.

UPDATES TO PRIVACY POLICY

Dire Solutions may, in its sole discretion, update this Policy at any time and from time to time. These amendments to any and all Dire Solutions policies may or may not be updated on the web sites immediately. All updated policies are made available to all by contacting Dire Solutions via the mail, phone, or email explained in this policy. The amended Policy shall be effective upon Dire Solutions dated documents, not the update of the policies posted on the web sites, but your access to or use of the Sites following an document update shall be deemed consent to the revised Policy available from Dire Solutions directly. We urge each visitor to contact Dire Solutions directly for a updated copies of our policies regularly and especially prior to providing or updating any Personal Information to our company or on our web sites. This Policy may not be otherwise amended without the written consent of Dire Solutions. This Policy was last updated on December 20, 2008.

CONTACT DIRE SOLUTIONS

If you would like to communicate with Dire Solutions regarding privacy issues or have questions, comments or complaints about this Policy or Site, please forward such communication to: support@direolutions.com.

OUR MAILING ADDRESS

Dire Solutions
720 Allison St
Lakewood, CO 80214
United States

Please note that Dire Solutions does business only in the State of Colorado.

OUR EMAIL ADDRESSES

Sales Department: Sales@DireSolutions.com
Support Department: Support@DireSolutions.com
Accounting Department: Accounting@DireSolutions.com
Domain Inquiry: Domains@DireSolutions.com

OUR PHONE NUMBERS

Primary Number: 720.384.3305