

EXHIBIT C

Privacy Policy

Last Updated: July 1, 2022

Quantum Workplace is committed to the highest standard of privacy. This includes the privacy of individuals who interact with Quantum Workplace Software (Customers, Users, Respondents, and Research Panelists as defined below) and individuals who visit Quantum Workplace's websites. This privacy policy explains how Quantum Workplace handles personal information and organization data. This policy applies to products, services, mobile or web applications, and websites operated and controlled by Quantum Workplace that link to this privacy policy, including all quantumworkplace.com sites and subdomains.

California residents may have specific rights with respect to Quantum Workplace's collection, use and disclosure of their information. To skip ahead to review those rights, [click here](#).

Quantum Workplace provides proprietary online services and software that organizations use to improve employee engagement. Customers utilize our software to collect data, information, and feedback using a variety of surveys and forms. Examples of surveys and forms include, but are not limited to, employee engagement surveys, pulse surveys, goal tracking, feedback for an individual, and public recognition of an individual.

The following definitions of commonly used terms will help you better understand this privacy policy.

Customer: This is the person or entity who has contracted with Quantum Workplace to use the Quantum Workplace Software. If you are accessing the Quantum Workplace Software, it is because the Customer has granted you access.

Employer of Choice Contest: These are regional or national contests where employers seek to be recognized as a top employer in the contest area. Employees of participating organizations are surveyed over the course of the contest. These survey results are used to determine which organizations are the top employers in the contest area. Quantum Workplace's Best Places to Work program is an example of an Employer of Choice Contest.

Research Panelist: An individual who has voluntarily opted to participate in Quantum Workplace research surveys, likely after completing an Employer of Choice Contest survey or via Quantum Workplace's Website. Quantum Workplace is the creator and administrator of all research surveys.

Respondent: Any individual who is completing a Customer survey or form using the Quantum Workplace Software.

- Many surveys and forms can be accessed by any individual the Customer chooses to invite, even if that individual does not have a User login. Some Customer surveys and forms require the Respondent also be a User in order to access the survey or form.
- Within the scope of this Privacy Policy, any individual completing a survey form shall be considered a Respondent, regardless of whether that individual is also a User.

Quantum Workplace Software: The proprietary online services and software mentioned above.

User: Any individual who can log in and access the Quantum Workplace Software on behalf of the Customer.

Visitor: Any individual who visits our Websites.

Websites: Quantum Workplace's website, www.quantumworkplace.com, and any other websites that Quantum Workplace operates that link to this privacy policy.

FOR CUSTOMERS

REGARDING USERS

Customers have complete control over which individuals are Users with access to the Customer account in the Quantum Workplace Software. When a User is created in the Quantum Workplace Software, we collect and store User information, such as name, title, email address, and password. We use this information to further our legitimate interests, including to set up User login and to allow administration and communication with the User regarding logging in, or as otherwise required by applicable law, legal process or regulation, or as necessary to prevent security issues and abuse. We may also use Users' email addresses to send updates about the Quantum Workplace Software and provide services.

Customers have complete control over the permissions a User is or is not granted when using the Quantum Workplace Software. Examples of Quantum Workplace Software permissions include, but are not limited to, creating/launching surveys and forms, viewing survey and form results, initiating a request for feedback, viewing feedback results, creating a goal, updating a goal, viewing a goal, giving recognition, and viewing recognition.

REGARDING DATA COLLECTED ON SURVEYS AND FORMS

All Customer surveys and forms and any data or information collected using Quantum Workplace Software are owned by the Customer. Customers have complete control over survey and form creation, including confidentiality configuration, invited or excluded participants, and distribution of results; it is the Customer's responsibility to disclose this information to Respondents.

We will not share, sell, rent, swap, or authorize any third party to use survey and form data, email addresses, demographic data, or other personal data for commercial purposes, except as specified in the ["THIRD PARTIES"](#) section below.

Quantum Workplace may use the data collected on Customer surveys and forms for developing new products and services features, educating the industry with aggregate findings and trends, fulfilling our contractual responsibilities to you, and as otherwise provided herein.

Quantum Workplace may aggregate Customers' Respondent data into comparative benchmarks that are presented to other Customers or third parties in an anonymized, de-identifying format. Under all circumstances, Customer data will be combined with multiple datasets, and the Customer's identity will never be revealed.

If a Customer is participating in an Employer of Choice Contest, Quantum Workplace may share participant organizations' information, in an anonymized aggregate format, with the sponsoring publication to establish honorees and awards. Results of Customers that are not an honoree will not be shared.

FOR RESPONDENTS

Customers own and control all data collected on surveys and forms in the Quantum Workplace Software. Quantum Workplace's role is to host these surveys and forms. Customers have complete control over survey and form creation, including confidentiality configuration, invited or excluded participants, and distribution of results. A Customer may choose to receive raw, identified survey and form responses to be used for a Customer's internal purposes. Receipt of such response data is subject to the respective Customer's privacy policy. Respondent questions relating to these points should be directed to the organization or User administering the survey or form (Quantum Workplace's Customer).

Quantum Workplace may use Respondent data as provided under the [“FOR CUSTOMERS”](#) section above, and as further detailed below.

WILL CUSTOMERS BE ABLE TO TIE RESPONDENT RESPONSES TO THEIR IDENTITY?

This depends on how the Customer has configured the confidentiality settings of a survey or form. As mentioned above, Respondent questions should be directed to the organization or User who provided you access (Quantum Workplace’s Customer).

In rare instances, a Respondent may threaten bodily harm to oneself or others while completing a survey or form. If this happens and the survey or form is configured to protect Respondent identities from being revealed, Customers may request Quantum Workplace reveal the Respondent identity. For the personal safety of parties involved, Quantum Workplace may elect to reveal the Respondent identity if we deem the threat severe and credible.

FOR RESEARCH PANELISTS

Quantum Workplace creates and administers all research surveys using Quantum Workplace Software. Participation is optional and Research Panelists can stop participating in these research surveys at any time. Questions about these surveys should be directed to Quantum Workplace support.

We perform these research surveys to collect data that informs our educational content pieces and external benchmarks. Some of this information is collected directly from Research Panelists on the surveys they complete, and some of this might be collected via Research Panelist visits to, or from submissions on, quantumtworkplace.com. Any demographic information collected is for benchmarking purposes and to allow our research studies to examine aggregate results by age, department, gender, etc.

We will not in any way reprint, resell, or redistribute Research Panelists’ email, demographic information, or individual survey responses to anyone.

Quantum Workplace reserves the right to publish and distribute the data we collect via research surveys in aggregate and/or anonymized. Under all circumstances, Research Panelist data and the Panelist organization’s data will be combined with multiple datasets, the data will be anonymized and neither the Research Panelist nor the Panelist organization’s identity will be revealed.

CHILDREN UNDER THE AGE OF 16

Our Website is not intended for children under the 16 years of age. No one under age 16 may provide any information to or on the Website. We do not knowingly collect personal information from children under 16. If we learn we have collected or received information from a child under 16 without verification of a parental consent, we will delete that information.

California residents under 16 years of age may have additional rights regarding the collection and sale of their personal information. Please refer to the section below entitled "[California Resident Rights](#)".

COOKIES

Quantum Workplace and its partners use cookies or similar technologies in providing Quantum Workplace Software. Cookies may be used for Users, Respondents, and Research Panelists when interacting with the software. You can prevent your browser from accepting new cookies, have the browser notify you when you receive a new cookie, or disable cookies altogether by accessing your browser's preferences menu. With respect to the use of Quantum Workplace Software, certain cookies are necessary and disabling any such cookies may result in the inability to use the Quantum Workplace Software as intended.

Quantum Workplace and its partners use cookies or similar technologies in providing the access to our Websites to analyze trends, administer the Website, track Visitors' movements within the Website, and gather demographic information about Visitors to any of Quantum Workplace's Websites. Quantum Workplace collects information regarding Visitors' use of the Website through the use of cookies.

Cookies are anonymous, unique alphanumeric identifiers sent to your browser from a Website's computers and stored on your computer. The type of information Quantum Workplace collects as a result of a cookie being stored on your computer includes: the Internet protocol (IP) address used to connect your computer to the Internet; computer and connection information such as browser type and version, operating system, and platform, and; click stream data, including date and time, cookie number and content you viewed or searched for on the Website. Quantum Workplace collects and uses, and may from time to time supply third parties with, non-personal data as anonymous, aggregated Visitor data for the purposes of site usage analysis, quality control, and improving the Website. Quantum Workplace uses temporary "session" cookies to maintain information Quantum Workplace needs to have for you to view content and browse from page to page. Quantum Workplace uses "persistent" cookies to give you a more personalized browsing experience and help you navigate the Website more efficiently. You can prevent your browser from accepting new cookies, have the browser notify you when you receive a new cookie, or disable cookies altogether by accessing your browser's preferences menu. With respect to the use of Quantum Workplace's Website, certain cookies are necessary for Quantum Workplace to operate; disabling any such cookies may result in the inability to use or access Website and may disable Website features.

THIRD PARTIES

Quantum Workplace employs other companies, software services, and individuals to perform functions on its behalf. Such third parties have access to personal data as needed to perform their functions, but may not use it for other purposes. These functions performed by third parties include:

- Hosting Quantum Workplace Software, including storing and processing data.
- Delivering and helping us track marketing and advertising content.
- Helping us manage and deliver sales and end-user support services to you.
- Facilitating delivery of Quantum Workplace Software emails.

Quantum Workplace Software and Quantum Workplace's Website may contain links to other websites that are beyond our control. You should review the privacy settings and notices in those third-party sites to understand what data may be collected and disclosed by those third-party providers. In the event you choose to access any such third-party sites, Quantum Workplace is not responsible for any actions or policies of such third parties.

Quantum Workplace may partner with third parties to manage Quantum Workplace's advertising on other sites or provide products and resources to its customers. Quantum Workplace's third-party partners may use cookies or similar technologies in order to provide you advertising based upon your browsing activities and interests. If you wish to opt out of interest-based advertising contact dataprotection@quantumworkplace.com or if located in the European Union, the European Economic Area and their member states, Switzerland and the United Kingdom, contact dataprotection@quantumworkplace.com.

Quantum Workplace will release account and other personal data when Quantum Workplace believes release is appropriate to comply with applicable laws; enforce or apply Quantum Workplace's rights hereunder; or protect the rights, property, or safety of Quantum Workplace's customers or others.

Other than as set out above, Quantum Workplace will provide you notice when your information may be shared with a third party, and you will have an opportunity to choose not to share such information.

Generally, no one is under a statutory or contractual obligation to provide any information. However, certain information is collected automatically. Additionally, if certain information is not provided by you, you may not be able to use the Quantum Workplace Software or access its Website.

COMMITMENT TO DATA SECURITY

The security and confidentiality of your information is important to Quantum Workplace. Quantum Workplace works hard to protect information you provide from loss, misuse or unauthorized access or disclosure, and follows generally accepted industry standards to protect the personal data submitted to Quantum Workplace, both during transmission and once it is received. Quantum Workplace has implemented appropriate technical and organizational measures to ensure a level of security appropriate to the risk. It is important that you protect against unauthorized access to your account information and to your computer.

Generally, information will be retained by Quantum Workplace for the duration the data collector is a client of Quantum Workplace, unless you otherwise request deletion or destruction of your information. Quantum Workplace may retain your account information for as long as your account is active or as needed to provide you services, comply with Quantum Workplace's legal obligations, resolve disputes, and enforce agreements, and thereafter, Quantum Workplace shall destroy or delete such account information. Notwithstanding the foregoing, Quantum Workplace may keep any data after the periods set forth in this section to the extent such data is anonymized.

California Resident Rights

If you are a California resident, California law may provide you with additional rights regarding our use of your personal information; subject to exclusions from the rights granted under California law with respect to certain information governed by certain sector-specific privacy laws. In addition to the categories of collected information noted above, Quantum Workplace may collect information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer, household, or device ("Personal Information"). Personal information does not include information that is publicly available or information that Quantum Workplace has deidentified or aggregated. In the prior 12 months, Quantum Workplace may have collected the following categories of Personal Information from its consumers:

- Various identifiers, including, name, address, online identifier, Internet Protocol address, email address, account name, or other similar identifiers.
- Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)), including, telephone number or financial information.
- Commercial information, including, records of products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
- Biometric information, including, behavioral characteristics, or activity patterns used to extract a template or other identifier or identifying information.
- Internet or other similar network activity, including, browsing history, search history, information on a consumer's interaction with a website, application, or advertisement, including protocol (IP)

addresses, browser type, internet service provider (ISP), referring/exit pages, the files viewed on our Site (e.g., HTML pages, graphics, etc.), operating system, date/time stamp, and/or clickstream data in order to analyze trends in the aggregate and administer our Site.

- Geolocation data, including, physical location or movements.
- Sensory data, including, audio, electronic, visual, or similar information.
- Professional or employment-related information, including, current or past job history or performance evaluations.
- Educational information, including, transcript, student records, grades and performance, activities, school name or school ID.
- Inferences drawn from other personal information, including, profile reflecting a person's preferences, characteristics, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.
- Protected classification characteristics, including, race, color, national origin, marital status, sex, veteran or military status.
- Personal records, such as, power of attorney, family history or power of attorney.
- Information received from a government entity or other third party.

Quantum Workplace may collect the above categories of Personal Information directly from you, indirectly as you interact with our Website, from or through other third party sources, including our Customers, or through email or other electronic messages between you and our Website.

In the prior 12 months, Quantum Workplace may have disclosed the categories of Personal Information set forth above for one or more of the purposes set forth in this privacy policy, including disclosure to a service provider or other third party for a business purpose. Quantum Workplace will not collect additional categories of Personal Information or use the Personal Information we collected for materially different, unrelated, or incompatible purposes without providing you notice. Quantum Workplace may share your Personal Information with the categories of third parties identified in the section above entitled "Third Parties".

In the prior 12 months, Quantum Workplace has not sold Personal Information.

Subject to certain exceptions, California residents have the following rights regarding their personal information:

- Access to Personal Information and Data Portability Rights. The right to request that Quantum Workplace disclose certain Personal Information to you about Quantum Workplace's collection, use, disclosure and sale of your Personal Information over the prior 12 month period. Once

Quantum Workplace receives and confirms your verifiable request, we will disclose to you: the categories of Personal Information collected, the sources collected from, the purpose for collection, the categories of third parties shared with, and the specific pieces of Personal Information collected about you.

- Deletion Request Rights. The right to request Quantum Workplace delete any of your Personal Information we've collected from you and retained (subject to exceptions granted under law). Once we receive and confirm your verifiable request, we will delete your Personal Information records, unless an exception applies.

To exercise a request described above, a California resident may submit a verifiable consumer request to: dataprotection@quantumworkplace.com or via our toll-free number: 1.888.415.8302. *In connection with submitting a request, you must provide the following information: name, email, phone number, address and organization(s) associated with and you must state what type of request you are making.*

Only a California resident, or someone legally authorized to act on such California resident's behalf, may make a verifiable consumer request related to his or her Personal Information. In general, Quantum Workplace has the right to require you to provide written permission granting authority to your representative and for your agent to verify its identity directly with us, and we may deny a request from your representative who does not submit proof of authorization as we request.

A California resident may only make a verifiable consumer request for access or data portability twice within a 12-month period. The verifiable consumer request must provide sufficient information that allows Quantum Workplace to reasonably verify the requestor is the person about whom we collected Personal Information or an authorized representative and describe the request with sufficient detail that allows us to properly understand, evaluate, and respond to it. Quantum Workplace cannot respond to a request or provide Personal Information if we cannot verify the identity or authority to make the request.

Quantum Workplace will endeavor to confirm receipt of a request within 10 days following submission and provide information about how we will process the request. Quantum Workplace will endeavor to respond to a verifiable consumer request within 45 days of its receipt. If we require more time (up to an additional 45 days), we will provide notice in writing explaining the reason for the extended time period.

Making a verifiable consumer request does not require a California resident to create an account with us. We may deliver our written response by mail or electronically, at your option.

Any disclosures we provide will only cover the 12-month period preceding the request receipt date. If we deny a request, we will provide a response explaining the reasons we cannot comply with a request, if applicable.

A California resident has the right to not receive discriminatory treatment by us for the exercise of the privacy rights conferred under California law. We will not discriminate against a California resident for exercising any of his or her rights.

Do-Not-Track signals are certain consumer browser settings that request that a web application disable its tracking of an individual user. While our Website does not currently recognize Do-Not-Track signals, Quantum Workplace does not track activities that occur on websites other than our own and declining to accept cookies will ensure that online activities on our Website is not tracked.

California's "Shine the Light" law (Civil Code Section § 1798.83) permits users of our Website that are California residents to request certain information regarding our disclosure of Personal Information to third parties for their direct marketing purposes. To make such a request, please send an email to hello@quantumworkplace.com.

International Data Transfers

Data protection law in certain jurisdictions differentiates between the “controller” and “processor” of information. In general, you are the controller of information submitted by you or your organization and Quantum Workplace is the processor of such information and controller of user or visitor information submitted to Quantum Workplace.

Although Quantum Workplace does not rely on the EU-US Privacy Shield as a legal basis for transfers of Personal Data in light of the judgment of the Court of Justice of the EU in Case C-311/18, for as long as Quantum Workplace is self-certified to the Privacy Shield Quantum Workplace’s processes adhere to the EU-US Privacy Shield principles of Notice, Choice, Accountability for Onward Transfer, Security, Data Integrity and Purpose Limitation, Access, and Recourse, Enforcement and Liability. Quantum Workplace is also committed to cooperating with EU data protection authorities (DPAs) and complying with the advice given by such authorities with regard to human resources data transferred from the EU in the context of the employment relationship.

To view our certification and to learn more about the Department of Commerce’s Privacy Shield program, visit [Privacy Shield](#). As a part of this program, we are subject to the investigatory and enforcement powers of the Federal Trade Commission and we are liable for the onward transfer of personal data to third parties in the event that we are the data controller of such personal data.

Furthermore, we are required to disclose personal data in response to lawful requests by public authorities and must meet national security requirements. Should that change in the future, we will provide individuals the option to opt-out of having their information disclosed to third parties for purposes that are materially different for which it was originally collected or subsequently authorized. The organization administrator has a right to access personal data and has the ability to correct, amend, or delete that information where it is inaccurate or has been processed in violation of the Privacy Shield principles.

In compliance with Privacy Shield, Quantum Workplace is committed to resolving complaints in a timely manner. Contact Quantum Workplace's data protection officer at dataprotection@quantumworkplace.com with questions or concerns with respect to Privacy Shield or International Data Transfer matters.

Quantum Workplace uses several safeguards with respect to the transfer of personal data originating from the European Union, the European Economic Area and their member states, Switzerland and the United Kingdom to other countries not deemed adequate under applicable data protection law. Quantum Workplace has adopted acceptable data transfer mechanisms pursuant to the requirements of applicable international law, including the GDPR, to ensure that any handled personal data originating from the foregoing states will be protected with technical and organizational security measures sufficient to meet the legal standards of the European Union, such as the EU [standard contractual clauses](#) for data transfers.

EU RESIDENT RIGHTS

Quantum Workplace is committed to complying with the General Data Protection Regulation ("GDPR") when dealing with personal data from the European Union, the European Economic Area and their member states, Switzerland and the United Kingdom. Effective May 25, 2018, residents of certain nations who have adopted GDPR ("EU Residents") may have certain statutory rights in relation to their personal data. Subject to any exemptions provided by law, EU Residents may have the right to request access to information, as well as to seek to update, delete or correct this information. In the event an EU Resident is a Quantum Workplace customer, upon request, Quantum Workplace will provide such EU Resident with information regarding whether Quantum Workplace holds any of his or her personal data. EU Residents may access, correct, or request deletion of their personal data by contacting Quantum Workplace at dataprotection@quantumworkplace.com. Quantum Workplace will respond to such request within a reasonable timeframe.

Quantum Workplace acknowledges that EU Residents have the right to access their portable personal data. Quantum Workplace has no direct relationship with the Users whose personal data it processes on behalf of its Customers. An EU Resident who seeks access, or who seeks to correct, amend, or delete

inaccurate data should direct their query to the organization who is a Customer within whose account such EU Resident data exists (the data controller). If requested to remove data Quantum Workplace will respond within a reasonable timeframe.

CHANGES TO THE PRIVACY POLICY AND CONTACT INFORMATION

Quantum Workplace reserves the right to amend this privacy policy at any time. When Quantum Workplace makes changes to this privacy policy, we will post the updated policy on our Website and update the policy's effective date. The continued use of our Website following the posting of changes constitutes acceptance of such changes. Individuals with inquiries or complaints regarding our Privacy Policy should first contact Quantum Workplace at hello@quantumworkplace.com. If we are unable to satisfactorily resolve any privacy or data concerns, please contact our U.S.-based third party dispute resolution provider [JAMS](#). Under certain conditions, you may have the right to invoke binding arbitration.