CMAK Energy Group Privacy Policy

CMAK Energy Group, LLC | Revised 9/30/26

This Privacy Policy explains how CMAK Energy Group, LLC and the affiliated operating companies listed below (collectively, "CMAK Energy Group," "we," "us," or "our") collect, use, disclose, and protect personal information when you visit a covered website, contact us, or submit information through our recruiting or other website forms.

CMAK Energy Group, LLC owns the listed operating companies and provides or coordinates shared administrative functions that may include human resources, recruiting, information technology, security, legal, finance, and records management. The operating company associated with the website or interaction and CMAK Energy Group, LLC may each process information for the purposes described in this Policy.

Covered Entities and Covered Sites

Legal Entity	Website
GMB Powerline Services, LLC	gmbpowerline.com
GMB West Coast Power, LLC	gmbwestcoastpower.com
5E Powerline, LLC	5epowerline.com
LJCHI Utility Services, LLC	ljchiutilityservices.com
Reliable Line Solutions, LLC	reliablelinesolutions.com

This Policy applies to the websites listed above and related online forms that link to it (collectively, the "Covered Sites"). It does not govern employee records maintained solely in the employment relationship, information handled solely on behalf of a customer under a separate agreement, or third-party websites and services.

1. Information We Collect

1.1 **Information You Provide**

1.1.1 Contact information, such as your name, telephone number, email address, mailing address, and the contents of your message.

1.1.2 Recruiting and workforce information, such as union ticket number, current classification, home local, glove or sleeve size, commercial driver license status, DOT medical card status, IBEW union ticket status, qualifications, and other information you choose to submit.

1.1.3 Business inquiry information, including your organization, role, service needs, project details, and communications with CMAK Energy Group.

1.1.4 Other information you voluntarily provide through forms, email, telephone calls, or other communications.

1.2 Sensitive Information. Please do not submit Social Security numbers, financial account information, copies of medical records, or other highly sensitive information through the Covered Sites unless CMAK Energy Group specifically requests it through an approved secure process.

1.3 Information Collected Automatically. When you use the Covered Sites, we and our service providers may automatically collect information such as your Internet Protocol address, browser type, device type, operating system, referring pages, pages viewed, links selected, approximate location derived from an IP address, and dates and times of access. We may collect this information through cookies, pixels, server logs, and similar technologies.

1.4 Information From Other Sources. We may receive information from recruiting partners, subcontractors, utilities, customers, publicly available sources, social media platforms, references, background-screening providers where permitted by law, and other parties involved in our operations or recruiting activities.

2. How We Use Personal Information

2.1 Operate, maintain, secure, and improve the Covered Sites.
2.2 Respond to questions, service requests, and business inquiries.
2.3 Evaluate candidates, verify qualifications, communicate about opportunities, and administer recruiting processes.
2.4 Plan and support utility construction, storm restoration, emergency response, and related operations.
2.5 Protect the safety, rights, property, and security of CMAK Energy Group, our workforce, customers, business partners, Covered Sites users, and the public.
2.6 Detect, investigate, and prevent fraud, misuse, security incidents, and unlawful activity.
2.7 Comply with legal obligations, enforce agreements, establish or defend legal claims, and respond to lawful requests.
2.8 Create aggregated or deidentified information that cannot reasonably identify an individual.

3. How We Disclose Personal Information

We may disclose personal information to the following categories of recipients as reasonably necessary for the purposes described above:

3.1 Service providers that support website hosting, information technology, cybersecurity, communications, records management, recruiting, screening, and professional services.
3.2 Affiliates, customers, utilities, prime contractors, subcontractors, labor organizations, and business partners involved in evaluating opportunities, staffing work, or performing services, subject to appropriate restrictions.
3.3 Government agencies, courts, regulators, law enforcement, and other parties when disclosure is required or permitted by law or reasonably necessary to protect rights, safety, and security.
3.4 Parties to an actual or proposed merger, financing, acquisition, reorganization, sale of assets, or similar business transaction, subject to customary confidentiality protections.
3.5 Other parties at your direction or with your consent.
3.6 CMAK Energy Group does not sell personal information for money. CMAK Energy Group does not use personal information submitted through its contact or recruiting forms for cross-context behavioral advertising. If our practices materially change, we will update this Policy and provide any choices required by applicable law.

4. Cookies and Similar Technologies

4.1 The Covered Sites may use cookies and similar technologies that are necessary for operation, remember preferences, measure traffic and performance, protect against abuse, or support embedded content. Your browser may allow you to block or delete cookies. Doing so may affect Covered Sites functionality. Where required by law, we will obtain consent or provide additional controls before using nonessential cookies.

4.2 The Covered Sites does not currently respond to browser-based "Do Not Track" signals. Where required by applicable law, we will process recognized opt-out preference signals for activities covered by that law.

5. Data Retention

The Covered Sites does not currently respond to browser-based "Do Not Track" signals. Where required by applicable law, we will process recognized opt-out preference signals for activities covered by that law.

6. Data Security

We use reasonable administrative, technical, and physical safeguards designed to protect personal information. No internet transmission, website, or storage system is completely secure, and we cannot guarantee absolute security. You are responsible for using appropriate caution when transmitting information online.

7. Your Choices and Privacy Rights

7.1 You may choose not to provide personal information, but some Covered Sites features or opportunities may then be unavailable. You may adjust browser settings to control cookies and may contact us to update information you submitted.

7.2 Depending on where you live and subject to legal exceptions, you may have rights to request access to, correction of, deletion of, or a portable copy of certain personal information; to opt out of certain sales, targeted advertising, or profiling; to limit certain uses of sensitive personal information; or to appeal a decision on a privacy request. CMAK Energy Group will not unlawfully discriminate against you for exercising an applicable privacy right.

7.3 To submit a privacy request, contact us using the information in Section 12 and describe your request. We may take reasonable steps to verify your identity and authority. An authorized agent may submit a request where permitted by law, but we may require proof of authorization and direct verification. If we deny an appealable request, our response will explain how to appeal.

8. Employment and Recruiting Information

Information submitted through the Join Our Team page is used to assess qualifications, communicate about current or future opportunities, verify information, coordinate staffing, meet safety and compliance obligations, and maintain recruiting records. Submitting information does not create an employment relationship, guarantee work, or constitute an offer. If you become an employee or contractor, additional notices and agreements may apply.

9. Children

The Covered Sites is intended for business users and individuals seeking work opportunities and is not directed to children under 13. We do not knowingly collect personal information online from children under 13. If you believe a child has provided personal information through the Covered Sites, please contact us so we can address it.

10. Third Party Links and Services

The Covered Sites may link to or embed third-party websites, maps, social media, or other services. Those parties control their own privacy practices. We encourage you to review their privacy notices before providing information.

11. Changes to This Policy

We may update this Privacy Policy periodically. The Effective Date above identifies the latest revision. If changes are material, we may provide additional notice as required by law. Your continued use of the Covered Sites after an update is subject to the revised Policy.

12. Contact Us

For questions about this Privacy Policy or to submit a privacy request, contact:

Company	CMAK Energy Group, LLC
Mail	118 Lowboy Lane, Charleston, West Virginia 25320
Email	CMAKFilings@CMAKEnergy.com
Phone	(304) 346-9383