



MVP GROUP CORPORATION PRIVACY POLICY

Your privacy is very important to us. This privacy Policy discloses how MVP Group Corporation collect, protect, use and share 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. MVP Group Corporation respects the privacy of employees and job applicants, representatives, MVP Group Corporation customers and other visitors to our website who may choose to provide personal information. We recognize the need for appropriate protection and management of personal information that you provide to us. This 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.

In an effort to comply with the law, and our commitment to protect your personal information, we provide the following, which discloses our policies. Please note that this Privacy Policy does not govern the privacy policy and procedures of MVP Group Corporation independent representatives.

What type of information do we collect?

Personal information is any information concerning the personal or material circumstances of an identified or identifiable individual. An identifiable person is one who can be identified, directly or indirectly, by reference to an identification number or to one or more factors specific to his physical, physiological, mental, economic, cultural or social identity. 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.

Cookies – Internet Users

At the present time we are not using any data collection devices such as “cookies”

Our use of Your Information

We use your personal Information to facilitate the services you request.

Collection and Use of Employee Personal information

MVP Group Corporation 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, performance appraisals, Human Resource recordkeeping, Affirmative Action data, and other employment related purposes. It is the policy of MVP Group Corporation 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 provincial and 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 MVP Group Corporation has contractual agreement to assist in administration of payroll. Verification of Employment Prospective employers, financial institutions, and residential property managers routinely contact MVP Group Corporation 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 accompanied by an employee's signed authorization to release information. The form would be returned directly to the requesting party and filed as part of Human Resources or Payroll Department's confidential records.

Collection and Use of Customer Information

MVP Group Corporation will not collect customer Personal Information, unless customer contacts MVP Group Corporation directly. In order to adequately address a customer's concern, their Personal Information may be shared within the following departments:

1. Service Department and Subcontracted service companies. Service department will assist resolving issues with our equipments and can delegate

- 2 a subcontracted service company to work on an equipment under warranty. Failure to provide necessary information may prevent MVP Group Corporation from fully addressing any customer concerns

- 3 Sales department, logistic department. They would require basic information as name, address, shipping address, phone and fax number, contact names and @mails. In the future, we may use this information to contact you regarding products or promotions, as well as other products and services, which may be of interest to you. At any time you may ask us to contact you by contacting the Privacy Officer.

- 4 Accounting department. A customer asking payment terms will be asked to fill up a credit application in which references and bank information will be requested. Without this information no terms can be approved.

Collection and Use of Credit Application information

By applying for credit limit and terms of payments, a customer consents to the collection, use, and disclosure of Personal Information in accordance with the following terms and conditions. We collect and use information in order to assist you in applying, and evaluating you to obtain a credit limit and payment terms.

Disclosure, Storage, Retention and Accuracy of Personal Information

Except as described in this Privacy Policy, MVP Group Corporation 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. MVP Group CORPORATION 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. MVP Group Corporation will retain your Personal Information only 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 of 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.

Contact Information

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 (MVP Group Corporation V.P. Finance) by telephone at (514) 737-9701 x 204;; by facsimile at (514) 342-3854; by email at : Vincent@mvpgroupcorp.com.; or by mail at MVP Group Corporation, 5659 Royalmount Ave, Montreal, Quebec, Canada H4P 2P9. We will address your concern and attempt to resolve any problem.

Links to Non-MVP Group Corporation Sites and Third parties

Please note that MVP Group Corporation web sites may contain links to other web sites for your convenience and information. MVP Group Corporation does not control these site or their privacy practices, which may differ from ours. MVP Group Corporation's Privacy Policy cannot and does not apply to external Web areas. We do not endorse or make any representations about third party web sites. The personal data you choose to give to unrelated third parties is not covered by the MVP Group Corporation Privacy Policy. We encourage you to review the privacy policy of any company or website before submitting your Personal Information. Some third parties may choose to share their personal data with MP Group Corporation; that sharing is governed by that third party company's privacy policy.

Changes to our Privacy Policy

This Private Policy may be amended at any time, without prior notification.

Revised on November 2, 2009