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Tavistock Restaurants is an equal opportunity employer committed to a diverse workforce. To be considered for a posted job opportunity, you must submit an application. Applications are active for 30 days, after which you must reapply.

#### TERMINATION

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#### Tavistock Restaurants Customer E-mail Center Terms and Conditions

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Submission of Ideas: Tavistock Restaurants values customer feedback. However, Tavistock Restaurants will not accept or consider unsolicited ideas, suggestions, or materials, so we must ask you not to send us your ideas for our business. We hope that you understand that it is the intent of this policy to avoid the possibility of future misunderstandings when products or other Tavistock Restaurants' promotions or initiatives developed by Tavistock Restaurants professional staff might seem to others similar to their own creative work.

If, despite this request, you send us suggestions or ideas ("Submissions"), the Submissions shall be deemed to have been submitted voluntarily and shall remain the property of Tavistock Restaurants. Subject only to the limitations set forth in Tavistock Restaurants Privacy Policy, Tavistock Restaurants shall have the right to copy, distribute, transmit, perform, display, modify, adapt, and otherwise use your Submission for any purpose whatsoever (including, without limitation, in the development, manufacture and marketing of products and services based on or incorporating ideas, know-how and techniques contained in your Submission), in all forms and media (including, without limitation, by means of the Internet or other electronic media) throughout the world. Tavistock Restaurants shall assume no duty of confidentiality, express or implied, with respect to any Submission and will have no liability for the use or disclosure of your Submission. Accordingly, Tavistock Restaurants will have no obligation to treat your Submission as confidential or to compensate you or anyone else for your Submission or any use of your Submission by Tavistock Restaurants or others.

Information Sharing Policy: Any information provided to Tavistock Restaurants will not be sold for mailing lists or solicitation Privacy Policy. We may, however, contact you by mail to survey your satisfaction with Tavistock Restaurants or to inform you of new products or promotions at Tavistock Restaurants.

These Customer E-mail Center Terms and Conditions do not replace but supplement Tavistock Restaurants' NapaValleyGrille.Com Internet Site Terms and Conditions or Fine Print.

### **TAVISTOCK RESTAURANTS PRIVACY POLICY (Last updated March 15, 2011)**

Thank you for visiting [napavalleygrille.com](http://napavalleygrille.com). The following provides information on what Tavistock Restaurants does with the information you provide.

#### **The Information Tavistock Restaurants collects and how we use this Information**

Tavistock Restaurants only obtains information such as your name and email address when you provide it voluntarily. Tavistock Restaurants uses reasonable efforts to protect your information and the privacy of our guests. Some of the ways we might collect this information would be:

- respond to your comments regarding a restaurant experience;
- respond to a job application that you submitted;
- respond to information submitted by you online or through the mail – like a contest.

#### **Sharing of Personal Information**

We keep your job application very confidential. However, Tavistock Restaurants may share personal information within the company and with its affiliated companies. Occasionally, with your permission of course, we will send information to you, such as announcements about wine dinners. If you do not want to receive our e-mails, we will not send it to you.

Occasionally, Tavistock Restaurants might contract with an outside company to help us with promotions or provide technical services for our website or a wide variety of other reasons. From time to time these companies may have access to personal information if they need it to do their work. However, Tavistock Restaurants will make these companies promise to use any personal information only for the purpose of performing their work.

Tavistock Restaurants will not sell, transfer or disclose your personal information to any third parties. However, with your permission, we may occasionally send marketing information to you on behalf of one of our business partners. On our website, in our restaurants, or elsewhere, we may ask if you want to receive marketing materials from Tavistock Restaurants' business partners. Just let us know if you don't want it and we'll remove you from the list. Just to be clear, we'll never share your personal information with any of our business partners. We will just send a mailing or e-mail on behalf of the business partner.

By the way, we do have to comply with all the legal stuff. So Tavistock Restaurants reserves the right to use or disclose any information as needed to satisfy any law, regulation or legal request, to fulfill your requests, or to cooperate in any law enforcement investigation or an investigation on a matter of public safety.

#### **Tavistock Restaurants Privacy Policy Regarding Children**

Tavistock Restaurants is very sensitive to privacy issues regarding children. Our website is not directed at collecting personal information from children.

We urge parents to regularly monitor and supervise their children's on-line activities.

#### **Access**

You are in control of any personal information you give us. If at any time, you want to correct the personal information we have about you, or if you want to change your preferences for contacts from us or on behalf of our business partners, send us an e-mail or a letter. Although our website is not intended to collect personal information from children under the age of 13, to review any personal information that your child may have submitted to Tavistock Restaurants, to ask us to delete that information or to stop further use of the information, please submit this information request form.

**Cookies**

Tavistock Restaurants uses “cookies” for a variety of purposes to improve your visits to our website. “Cookies” are pieces of information that a website transfers to the hard drive on your computer for record-keeping purposes. These cookies will allow the website to remember important information that will make your use of the website more convenient. For example, we track the total number of visitors to our site on an anonymous aggregate basis. We also use cookies so that we remember you when you return to the website.

If you don’t like cookies, use the options in your web browser to notify you when you receive a cookie. Click on the "Help" section of your browser to learn how to change your cookie preferences. But remember, if you disable all cookies, you may not be able to take advantage of all the features of this website.

**Web Site Security**

Any and all personal information you provide to Tavistock Restaurants is stored securely offline. But we may, where clearly stated on its website, post certain submissions on its website.

In the event you send Tavistock Restaurants an email, please remember that the e-mail is not necessarily secured against interception by another party. So if you do not want any sensitive personal information to be subject to this risk (i.e. information that you may supply as part of a job application), please contact us by mail or telephone at:

Tavistock Restaurants  
6475 Christie Avenue, Ste. 300  
Emeryville, CA 94608  
(510) 594-4262

**Links to Other Sites**

Some of our web pages offer links to websites other than the Tavistock Restaurants website, for example, mobile ordering. If you visit one of these linked sites, you are then subject to the privacy policies and other policies of the new website and are no longer protected by our policies. We are not responsible for, or able to monitor or control the policies and practices of other companies.

**Changes to Tavistock Restaurants Privacy Policy**

From time to time, Tavistock Restaurants may change this privacy policy. Thus, you should check here periodically to see if anything has changed. Rest assured, however, that any changes will not be retroactively applied and will not alter how we handle previously collected information.

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