

ONLINE PRIVACY POLICY

Effective Date of This Online Privacy Policy

This Online Privacy Policy is effective as of April __, 2007

Scope of This Online Privacy Policy

This Online Privacy Policy describes how Musco Sports Lighting LLC, (“Musco,” “we,” “us,” and “our”) protects your privacy when you use our website www.musco.com (our “Site”).

Privacy Notices

This Online Privacy Policy may be supplemented or amended from time to time by “Privacy Notices” posted on specific areas of our Site. For example, certain pages of our Site may contain Privacy Notices providing details about the personal information we collect on those pages, why we need that information, and choices you may have about the ways we use that information.

Your Consent to This Online Privacy Policy

By using a Musco Site that displays this Online Privacy Policy, you are agreeing to the collection, use, and disclosure of your personal information as described in this Online Privacy Policy. If you do not consent to the collection, use, and disclosure of your personal information as described in this Online Privacy Policy, you may not use our Site.

“Personal information” means information that identifies you personally, either alone or in combination with other information available to us.

Questions Concerning Our Online Privacy Practices

If you have any questions or concerns regarding this Online Privacy Policy or our privacy practices, please contact us by email or by writing us at Musco Sports Lighting LLC, attn: Marketing Department, 100 1st Avenue West, P.O. Box 808, Oskaloosa, Iowa 52577.

This Online Privacy Policy May Change

We reserve the right to update or modify this Online Privacy Policy and any Privacy Notice, at any time and without prior notice, by posting the revised version of this Online Privacy Policy on the Site. These changes will only apply to personal information we collect after we have posted the revised Online Privacy Policy on our Site. Your use of our Site following any such change constitutes your agreement that all personal information collected from or about you through this Site after the revised Online Privacy Policy is posted will be subject to the terms of the revised Online Privacy Policy.

To alert you to these changes, we will provide a notice at the top of this Online Privacy Policy for at least 30 days after the new effective date and highlight the changes so that you can locate them easily. Unless the change is a minor change (such as a change in our contact information) or a non-substantive change (such as the reformatting of our Online Privacy Policy), we will also post notices (a) on our home page and/or on the relevant pages of our Site and (b) on any notice providing highlights of this Online Privacy Policy for 30 days after the new effective date to alert you to the change.

From time to time, for example, because of changes in the law or technology or the way we operate our business, we may ask your permission to use the personal information we have collected from you in new or different ways. We will do this by sending you a notice by email or postal mail at the last email or postal address you provided us, asking you to agree to the change.

If you do not expressly agree to the change, we may, at our discretion, delete all or some of your personal information from our databases to avoid using your information in ways to which you have not consented.

You may access the current version of this Online Privacy Policy at any time by clicking on the link marked "Privacy Policy" at the bottom of each page of our Site.

This Privacy Policy was last revised on March __ 2007 and is effective as of that date.

What Personal Information Do We Collect on Our Website?

Information You Volunteer. We collect the personal information you knowingly and voluntarily provide when you use our Site, for example, the information you provide when you submit questions and comments via the Contact Us and Feedback pages, submit an employment application, and sign up online for our newsletters.

Information Sent to Us by Your Web Browser. We collect information that is sent to us automatically by your web browser. This information typically includes your IP address, the address of the web page you were visiting when you accessed our Site, the name of your operating system (such as Windows® or Macintosh®), the name and version of your browser (such as Netscape® or Internet Explorer®), and the date and time of your visit. The information we receive depends on the settings on your web browser. Please check your browser if you want to learn what information your browser sends or how to change your settings.

The information provided by your browser does not identify you personally. We use this non-personal information primarily to create statistics that help us improve our Site and make it more compatible with the technology used by our visitors. However, if you have created a user identity on one of your visits to our Site, or if you access a Musco Site by clicking on a link in an email we have sent you, we may link the information provided by your browser to information that identifies you personally. In addition, we may review our server logs for security purposes, such as detecting intrusions into our network. If we suspect criminal activity, we might share our server logs -- which contain visitors' IP addresses -- with the appropriate investigative authorities who could use that information to trace and identify individuals.

Information We Collect Using Cookies and Other Web Technologies. Like many commercial sites, we use "cookies," and similar technologies to collect information and manage our Site. A cookie is a small text file that is placed on your hard disk by a web server. Cookies cannot be used to install computer programs or deliver viruses to your computer. We may use two types of cookies -- "session cookies" and "persistent cookies."

A "session cookie" assigns a randomly-generated, unique identification number to your computer when you access our Site. A session cookie expires after you close your browser. Generally, we use session cookies to collect information about the ways visitors use our Site -- which pages they visit, which links they use, and how long they stay on each page. This information is known as "clickstream data." Session cookies may also be used to facilitate your interactions with our Site. We do not link clickstream data with any information that identifies you personally.

We may also use "persistent cookies." These cookies do not expire when you close your browser, but stay on your computer until they expire or you delete them. Each time you visit the Musco Site, our Web server will recognize you by "searching" the information contained in these cookies. By assigning your computer a persistent, unique identifier, we are able to create a database of your previous choices and preferences. This permits us to offer you a personalized experience when you use our Site. Assigning your computer a persistent, unique identifier also helps us keep a more accurate account of how many people visit our Site, how often they return, how their use of our Site may vary over time, and the effectiveness of our promotional efforts.

Neither session cookies nor persistent cookies identify you personally. If, however, you have created a user identity on one of your visits to the Musco Site or if you access the Musco Site by clicking on a link in an email we have sent you, we may link the information collected by our cookies to information that identifies you personally.

We use these cookies to collect statistical information about the ways visitors use our site – which pages they visit, which links they use, and how long they stay on each page. We analyze this information in statistical form to better understand our visitors' interests and needs and to improve the content and functionality of our site.

Our web server recognizes the cookies on your hard drive each time you visit our Site. Because we recognize your computer, we do not count it twice. Also, we can use the number assigned to your computer to link the clickstream data we collect each time you visit our Site. This technology helps us determine how many visitors are using our site, how often they return, and how their use of our site may vary over time.

If you do not wish to receive cookies, you may set your browser to reject cookies or to alert you when a cookie is placed on your computer. You may also delete our cookies as soon as you leave our Site. Although you are not required to accept our cookies when you visit our Site, if you set your browser to reject cookies, you will not be able to use all of the features and functionality of our Site.

In addition to cookies, we may also use “web beacons” and other web technologies to manage our Site and email. A web beacon is a small bit of computer code. Web beacons may be used to count how many people visit a web page or tell us whether an email has been opened. We may link the information we collect using web beacons and other web technologies to information that identifies you personally.

In What Other Ways Do We Use Your Personal Information?

Musco uses the personal information collected through the Musco Site to provide the information, products and services you request; to provide you with information about products and services offered by Musco and its affiliates; to send you survey invitations related to Musco products and services; to display personalized content and advertising when you visit our Site; to improve our products and services; to improve our Site; to better market our products and services; and for any other purpose we disclose to you in a specific Privacy Notice. For example, if you provide your email address when you sign up for our newsletters, we will use your email address to deliver our newsletters to your mailbox.

We may also use the personal information you provide for other business purposes such as customer service, fraud prevention, and providing you with information and offers we believe may be of interest to you.

In addition, we may study the information we collect through our Site to improve our programs and services, to improve the content, functionality, navigation and usability of our Site, to better understand the needs and interests of our customers and potential customers, and to better market our programs, services and products.

With Whom Do We Share Your Personal Information?

Service Providers. We may share personal information collected through our Site with companies and organizations that perform services on our behalf, for example, companies that provide support services to us (such as employment services and web hosting services) or that help us market our products and services. When we share personal information with our third party service providers, these service providers are required to use the personal information we

share with them to perform services on our behalf (with one exception explained below) and to protect the confidentiality of your personal information.

Protection of Our Website and Others. We may disclose the personal information we collect through our Site when we, in good faith, believe disclosure is appropriate to comply with the law (or a court order or subpoena); to prevent or investigate a possible crime, such as fraud or identity theft; to enforce the terms of use or other agreements that govern your use of our Site; to protect the rights, property or safety of Musco, our users or others; or to protect your vital interests.

Business Transfers. Information submitted to our Site is an asset of Musco and/or its affiliates and will become part of our normal business records. Your personal information may be transferred to another company (either an affiliate or an unrelated third party) that has acquired the stock or assets of Musco, one of our affiliates, or one of our operating divisions, for example, as the result of a sale, merger, reorganization, dissolution or liquidation. If such a transfer occurs, the acquiring company's use of your personal information will still be subject to this Online Privacy Policy, and any applicable Privacy Notices.

Specific Situations

Please read further to learn more about the ways we collect, use, and with whom we share personal information in specific situations:

Employment Applications. When you submit an employment application to Musco, we ask you to provide certain personal information, including, but not limited to, your name, address, telephone number, email address, social security number, drivers license number, and employment history. If you send an email to inquire about a position with Musco, the information we receive is the information you include in your cover letter, resume and email message (we will also receive your email address). In either case, we will use this employment information to match your experience and preferences with the job openings we have. Someone from Musco may contact you about a possible employment opportunity. We use the employment information you submit only for recruiting and employment purposes, including analyzing information in the aggregate to determine demographic trends. We do not use it for marketing purposes. Please note that by submitting your employment information, you authorize us to transmit and store your employment information in our recruitment database as long as necessary to comply with applicable laws and regulations and to circulate that information as necessary for the purpose of evaluating your qualifications for job vacancies at Musco and affiliates.

We may provide your employment information to The Palmer Group, a third party who we hire to assist us with recruiting and staffing. The Palmer Group is required by contract to keep your employment information confidential and use it only in connection with its recruiting services. Someone from The Palmer Group may contact you in connection with an opportunity at Musco. If we do not have an opening that appears to be right for you, The Palmer Group may send you emails informing you of other positions outside of Musco that you may be interested in pursuing. If you do not wish to continue receiving these emails, please follow the "opt-out" option at the bottom of the email. By submitting an employment application, you are consenting to have that information processed in the US in accordance with the section of this Online Privacy Policy titled Where Will Your Personal Information be Processed?

Email Comments and Inquiries. When you email an inquiry to us, we receive your name, address, email address and any other information you choose to include in your email. The content of any email inquiries received by Musco shall be deemed to be non-confidential. Any inquiries or materials sent to Musco through this Site shall become the sole property of Musco. Musco shall be free to use any such inquiries or materials for any and all purposes of its sole

choosing, without payment of any compensation. This information will be compiled and also used for Musco's marketing purposes.

Newsletter. When you visit the Site you have the opportunity to sign up for Musco's online newsletter. The personal information submitted to Musco shall become the sole property of Musco. This information will be compiled and also used for Musco's marketing purposes. If you wish to discontinue receiving mail from Musco, please let us know by removing your name from the mailing list as instructed on the email messages we send to you or by writing us at the above postal address and telling us that you do not want to receive mail from our company.

Where Will Your Personal Information be Processed?

Musco Sports Lighting, LLC is a U.S. Corporation with offices at 100 1st Avenue West, P.O. Box 808, Oskaloosa, Iowa 52577, U.S.A. Our Site is currently hosted on servers located within the United States, but the locations of our servers may change from time to time.

Your personal information may be stored on servers located within the United States, or in another country. In addition, Musco may transfer your personal information to its affiliates, service providers, and others located in the United States or another country located outside the European Economic Area ("EEA") for the purposes as described in this Online Privacy Policy.

You should note that, at present, the laws of the United States and other countries outside the EEA (except for Argentina, Canada, Isle of Man, Guernsey, and Switzerland) have not been approved by the European Commission as providing "adequate protection" for personal information within the meaning of the EU Data Protection Directive (95/46/EC).

Different countries have different privacy laws and requirements. Please know, however, that no matter where your personal information is collected, used, transferred or stored, if it was collected through this Site, it will be protected by the terms of this Online Privacy Policy and any Privacy Notices that apply to you.

BY SUBMITTING YOUR PERSONAL INFORMATION TO US THROUGH THIS SITE, YOU ARE CONSENTING TO THE PROCESSING OF YOUR PERSONAL INFORMATION IN THE UNITED STATES OR ANY IN OTHER COUNTRY IN THE WORLD.

Your Choices

We respect your choice to discontinue receipt of mail from Musco. In this event, please let us know by removing your name from the mailing list as instructed on the email messages we send to you or by writing us at the above postal address and telling us that you do not want to receive mail from Musco.

Security

We take reasonable precautions to provide a level of security appropriate to the sensitivity of the personal information we collect. For example, our Site uses Secure Sockets Layering (SSL) to encrypt your personal information before it travels over the Internet. SSL technology is the industry standard for secure online transactions. Because we use SSL, placing an order online at our Site is just as safe as giving your credit card number over the phone.

Although we use reasonable measures to help protect your personal information against unauthorized use or disclosure, we cannot guarantee the security of information provided over the Internet or stored in our databases.

Links to Third-Party Websites

Our Site may contain links to Sites that are not operated by Musco. These links are provided for your reference and convenience only and do not imply any endorsement of the activities of these

third-party Sites nor any association with their operators. Musco does not control these Sites and is not responsible for their data practices. We urge you to review the privacy policy posted on any Site you visit before using the Site or providing any personal information about yourself.

Children's Privacy

Musco's Site is not directed at nor targeted to children under the age of 13. We do not use our Site to knowingly solicit personal information from or market to children under the age of 13. If you are under the age of 13, do not provide us with any personal information. If we learn that someone under 13 has provided personal information to our Site, we will use reasonable efforts to remove such information from our databases.

Governing Law

This Privacy Policy is part of our Terms and Conditions and, as such, shall be governed under the laws of the State of Iowa, United States of America without regard to its conflicts of law provisions.

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