

Privacy Policy

This Privacy Policy explains the types of information *LEVERAGE* and affiliated companies collect from and about you when you use, the websites, microsites, mobile applications, profiles on social media sites and any other digital services and platforms officially operated or used by *LEVERAGE* and associated entity from time to time where this Privacy Policy is posted (the "Services"), how we use, share, and safeguard your information, and what choices you have.

Changes to the Privacy Policy

LEVERAGE, its membership, and services change from time to time, this Privacy Policy is expected to change as well. We reserve the right to amend the Privacy Policy at any time, for any reason. The date of the last revision to the Privacy Policy will be indicated by the "Last updated" date at the bottom of this page.

Information We Collect

When you use the Services, *LEVERAGE* collects information that identifies you, directly or indirectly ("Personal Information"), and other information. The information collected depends on the services involved, and includes information voluntarily provided by you and information collected automatically.

Information You Provide

We collect information voluntarily provided by you when you:

- Create an account and profile,
- Register for *LEVERAGE* events,
- Submit a job application or resume,
- Purchase any other *LEVERAGE* products or services,
- Participate in a survey or questionnaire,
- Subscribe to communications, or
- Contact us with a comment or question.

The types of information collected may include:

- Personal contact information, such as your name, mailing address, e-mail address, phone number, and fax number
- Birth date
- Interests, preferences, and demographic information (e.g., age or gender)
- Order information, such as billing and delivery information and goods or services purchased
- Credit card, or other financial account information
- Login information that identifies and validates you as a user (typically a username/e-mail address plus password)
- Employment information, such as company name and title, and information contained in resumes
- User-generated content that you post or upload, such as comments, videos, and photos

Use of Cookies and Other Technologies

As you interact with our Services, we and our third-party analytics and advertising partners potentially collect certain information about you automatically. We may collect this information using a variety of technologies, such as cookies, tags, and beacons. "Cookies" are pieces of code/text placed on your computer when you use the Services. "Tags" and web beacons refer to code scripts that are primarily used to track visitors' activities on our Services by web analytics software. The types of information

collected through the use of these technologies may include: IP address or device identifier, device information, the search terms you used, new or returning user, browser information, computer type, operating system, internet service providers, website usage, referring/exit pages, platform type, date/time stamp, content you access, number of clicks, ads viewed, etc. We and third parties use cookies and other technologies to personalize your experience, keep track of items in your shopping cart, save your password, keep track of the number of users of the Services, deliver relevant advertising, improve our content and offerings, and help assess which features are of most interest to our visitors.

Many browsers are initially set to accept cookies, but you may be able to adjust your settings to reject cookies. Choices are browser and device specific, and if you clear cookies from the browser on any of your devices, your opt-out choices will need to be reset. Consult the "Help" section of your browser or built-in mobile device settings for more information. Note, however, that certain areas of the Services only can be accessed when cookies are enabled. Thus, disabling cookies may prevent you from accessing some of our content.

Other third parties, like social media networks, may also use cookies and similar technology to collect information automatically about your use of the Services through social media plug-ins. The social media networks' privacy policy and terms apply to your use of their platforms.

How We Use Your Information

We may use your information in a variety of ways, including to:

- Provide service communications such as invoice reminders, order confirmations, program registrations, and customer service messages
- Respond to your emails or online requests for products, services, or information
- Deliver and process surveys
- Personalize and improve the Services
- Fulfill an order and/or deliver *LEVERAGE* products and services and process payments
- Publish membership directories and registration lists as described below
- Tailor content, advertising and marketing to you
- Enable you to communicate with other users of the Services
- Protect our legal rights and the rights of others and conduct investigations

How We Share Your Information

Publication of Your Information for Membership Directories and Registration Lists.

We may publish your personal contact information and company information through the Services and in other print or digital media, including directories, membership lists, and other types of registration lists for *LEVERAGE* programs and events ("Directory Lists"). Users may request their information be suppressed from Directory Lists by contacting us.

Sharing Your Information to Fulfill Service Requests and Perform Business Functions

We may share certain information with third parties to fulfill your requests. We may also share your information with service providers that perform business functions for us. These might include:

- Order fulfillment and processing
- Answering questions about products or services
- Consulting services
- Data modeling
- Printing

- Hosting the Services and providing database and server maintenance and security
- Sending postal mail and e-mail communications on our behalf
- Managing events and processing event registrations

Sharing Your Information When Legally Necessary or to Protect *LEVERAGE's* Interests.

LEVERAGE may disclose your information if required to do so by law or in the good-faith belief that such action is necessary to: (a) conform to legal requirements or comply with legal process served on *LEVERAGE*; protect and defend the rights or property of *LEVERAGE*; or (c) protect the personal safety of *LEVERAGE* personnel or members of the public in appropriate circumstances. In addition, if *LEVERAGE* and/or its assets (or a portion of its assets) are sold, assigned, transferred, or merged, or if *LEVERAGE* undergoes some other change including a change to its corporate form as part of a bankruptcy proceeding or otherwise, information may be transferred as part of that transaction or change.

Your Privacy Rights

If you have created an account through the Services, you can access, update/correct, and delete information contained in your profile using your login information. Subject to applicable laws, you may also have the right to request deletion of your personal information or object to our processing of such information. To exercise such rights, you may e-mail us at the address on the [How to Contact Us](#) page. To protect your privacy and the security of your personal information, we will take reasonable steps to verify your identity before granting access. If you are a citizen of an EEA member state, you have the right to contact supervisory authorities within the EEA about any concerns you have related to our privacy practices.

You can manage your e-mail preferences, including opting out of marketing e-mail messages, through your online profile or by [contacting us](#). You can also unsubscribe from marketing e-mail messages using the unsubscribe link provided in our marketing communications. We will continue to send certain non-marketing e-mail messages from time to time, however.

Interest-Based Advertising

We and our third-party advertising partners may use technology like cookies, tags and web beacons, to collect data about your use of the Services and others to provide you more relevant advertising here and elsewhere on the Internet. We or other third-party companies may then use the data to provide targeted advertisements to you. Please note that you may be subject to the privacy policies of other unaffiliated companies when you select an advertising link or other link that takes you to sites not operated by *LEVERAGE*.

To learn more about interest-based advertising and how you can opt-out of having your web browsing information used for interest based advertising by companies that participate in the Network Advertising (“NAI”) or Digital Advertising Alliance (“DAA”), visit the NAI website (US) the NAI and the DAA Ad Choices websites (US, EU, Canada, and AU/NZ). Note, however, that not all service providers participate in the NAI and DAA. In addition, if you opt-out, you may still see online advertising from *LEVERAGE* and third parties, but the ads may be less relevant to you.

International Data Transfers

Our servers are in the United States. The data protection laws of some countries, such as the United States, may not offer a level of privacy protection equivalent to that within the European Economic Area or your home country. By using the Services, you consent to such the transfer of your personal information to the United States.

Information Security

LEVERAGE strives to implement commercially reasonable security measures to help protect against unauthorized access to or unauthorized alteration, disclosure, or destruction of data. Nevertheless, no data transmission over the Internet can be guaranteed to be 100% secure. Accordingly, *LEVERAGE* cannot guarantee the security of your information.

Linking to Other Internet Sites

You should be aware that other Internet sites that are linked from the Services or from a *LEVERAGE* email message may contain privacy provisions that differ from the provisions of this Privacy Policy. To ensure your privacy is protected, we recommend that you review the privacy statements of these other linked sites, applications, or other digital platforms. Links to websites other than those owned by *LEVERAGE* are offered as a service to our users, and *LEVERAGE* is not responsible for their content or privacy practices.

How to Contact Us

LEVERAGE

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It is *LEVERAGE's* policy in appropriate circumstances and at its discretion to disable and/or terminate the accounts of users who may be repeat infringers of the copyright and intellectual property rights of others.

Notice For Claims Of Intellectual Property Or Copyright Infringement; Agent For Notice Of Infringement
If you believe that your work has been copied in a way that constitutes copyright infringement, or your intellectual property rights have been otherwise violated, please provide *LEVERAGE* Copyright Agent the following information:

- An electronic or physical signature of the person authorized to act on behalf of the owner of the copyright or other intellectual property interest;
- A description of the copyrighted work or other intellectual property that you claim has been infringed;
- A description of where the material that you claim is infringing is located on the *LEVERAGE* site;
- Your address, telephone number, and email address;
- A statement by you that you have a good faith belief that the disputed use is not authorized by the copyright owner, its agent, or the law; AND

- A statement by you, made under penalty of perjury, that the above information in your notice is accurate and that you are the copyright or intellectual property owner or authorized to act on the copyright or intellectual property owner's behalf.

Any reprint or permission requests to use any *LEVERAGE* publications and materials must be in writing to the following email address: submissions@lscu.coop.