

Privacy Policy

ALPFA is committed to protecting your privacy. The ALPFA website (“website”) has various areas of access for various levels of authorization. These areas and users presently are categorized as: the general public (“Public”), members (“Members”), chapter leaders and corporate management (“Managers”), and chapter partners and local partners (“Partners”).

Public. Public users are not required to disclose any personal information in order to view most of the website content. ALPFA may gather some personal identifiable information when it is voluntarily submitted by the user. The types of information ALPFA might collect include, but are not limited to, your name, email address, phone number, and/or postal address. This information is used for its intended purpose and to better serve the users. All personally identifiable information obtained from users is treated with great care in order to protect your privacy and security.

From time to time, ALPFA may use your address, phone number, and/or e-mail address to provide you with updates and other information it thinks may be of interest to you. You may opt-out of such notices in the future by clicking the unsubscribe link in the email/s received.

ALPFA collects the e-mail addresses of those who communicate with it via e-mail. ALPFA does not currently sell e-mail addresses to any third party. ALPFA collects information volunteered by users in relation to an online survey and/or website registrations. This information is kept confidential by ALPFA and is not used for purposes outside of the intent of the survey or registration form.

Members. Certain content or features are available only to current ALPFA members in good standing who are registered with ALPFA. In order to initiate or renew your ALPFA membership, you will need to register by providing certain required personal information and you may be subject to payment of membership dues. If you register online using a credit card, your credit card information is not stored by ALPFA.

ALPFA gathers certain information for purposes of internal administrative or informational contact; statistical reporting; research; and/or to determine membership eligibility. You may review or modify your profile information by accessing the My Profile page within the website. Notwithstanding the foregoing, ALPFA reserves the right to contact you regarding your account and other minimally necessary administrative or legally required matters relevant to this website, ALPFA, and/or services.

During the registration process, you are given the opportunity to indicate whether you want ALPFA to send you notifications regarding ALPFA news and events. At any time, you may also opt-out of receiving this information by updating your information through MyProfile.

ALPFA collects and stores in a private, secure database additional demographic information (including, but not limited, to: address, birth date, gender, employer, education, certifications, specializations) to better understand the profile of its membership and to tailor its ongoing activities, alliances, services, features, benefits, marketing, and/or informational material and website content. ALPFA may be asked to provide aggregate membership demographic data to existing and potential partners. You may review or modify information previously provided by accessing the My Profile page within the website. Further, ALPFA may be asked to provide

aggregate website traffic and usage information to existing and potential partners. ALPFA may also opt, from time to time, to share members' contact information with select partners.

Member resumes posted to the ALPFA Career Center will automatically be Public and visible to employers. Any registered company (or individual recruiter) user who purchases access to the ALPFA resume database can view your Public resume and contact details to the extent you include them in your resume. You may opt out of this default option and make your resume Private by logging in to the ALPFA Career Center and modifying your preferences under "Manage Resumes."

Managers. In addition to the privacy disclosures for all Members as described above, ALPFA Managers have the ability to access, read, and/or modify certain confidential content not available to the public or other members. Modification of a member's individual information will be done as a result of an event which reasonably justifies such action, including, but not limited to, a request or notification received from you. Such information access and use will conform to the privacy policy set forth above pertaining to all members.

Partners. In addition to the content available to the Public, Partners may be granted access to certain confidential content (such as resumes, aggregate membership statistics, and/or aggregate website traffic and usage information). Partners will not be granted full, unlimited access to ALPFA's entire membership database. Such information, access, and use will conform to the privacy policy set forth above pertaining to all members.

Security. The importance of security for personal information associated with ALPFA's users is of utmost importance to ALPFA. Your ALPFA profile is password protected. Only you and select ALPFA Managers can access, read, and/or edit your member profile information. ALPFA recommends that you do not divulge your password to anyone. ALPFA will never ask you for your password in an unsolicited phone call or email. For further information, please refer to the policies and procedures of our service provider, YourMembership.com (<http://www.yourmembership.com/legal.aspx>).

Links to Other Websites. Users should be aware that when you are visiting ALPFA's website, you could be directed to other websites that are beyond ALPFA's control. For example, if you "click" on a banner advertisement, that may redirect you off the ALPFA website. This includes links from advertisers or partners that may use ALPFA's logo as part of a co-branding agreement. While ALPFA strives to protect its users' personal information and privacy, ALPFA cannot guarantee the security of any information you disclose online and you do so at your own risk. ALPFA's privacy policy does not extend to any action that is inherent in the operation of the Internet, and therefore beyond ALPFA's control, and is not to be applied in any manner contrary to applicable law or governmental regulation.