

LongPeakNet Privacy Statement

revision 21-July-2009

Privacy is very important to us. We also understand that privacy is very important to you. This Privacy Statement tells you how we protect and use information that we gather through this LPNet web site. The web site and this Privacy Statement are intended for a U.S. audience.

This Privacy Statement was last revised on July 21, 2009. We may change this Privacy Statement at any time and for any reason. Significant changes to the Privacy Statement are discussed below in the Section called "Changes to the Privacy Statement." We encourage you to review this Privacy Statement each time you visit the web site.

Members' email address, photos, voice, video, or phone number will not be exposed, either in email distribution lists (to:, cc: or bcc:) or viewing by other members except by written permission. The name, profession, and how-referred information will be publicly viewable, for use by the marketing committee, for matching people with job openings, and for printing of name badges.

Participation in surveys is completely confidential and your name and other contact information will not be associated with your responses. Only aggregate results will be reported.

Information written on the new member sign-in list is not copied except by the person on the membership committee who transcribes it into the roster file.

The email of committee members will be shared with the other members of that committee. Each committee member can determine what additional information such as phone numbers and addresses they want to share.

A member may request removal from the roster via an email to membership@lpnet.org . They can remove themselves from the LinkedIn group via LinkedIn.

Website - introduction

By using the web site, you agree to the terms of the most recent version of this Privacy Statement. Except as written in any other disclaimers, policies, terms of use, or other notices on the web site, this Privacy Statement is the complete agreement between you and LongPeakNet with respect to your use of the web site. You may be subject to additional terms that may apply when you access particular services or materials on certain areas in this web site, or by following a link from this web site.

The information we receive, and how we use it, depends on what you do when visiting our web site. We collect and use your non-personal information (information that is not identifiable to you personally) differently than your personal information.

What is non-personal information?

Non-personal information is information collected through this web site that does not identify you as an individual person. It may include information such as the following:

- the type of web browser software you use (for example, Netscape Navigator or Internet Explorer)
- the name of the domain from which you access the Internet
- the Internet address of the web site from which you linked directly to our web site
- the date and time you access our web site
- which pages you have visited on our web site
- the search terms you use
- the links on which you click
- personal information that has been made non-personal or anonymized (i.e., information that no longer reflects or references an individually identifiable user)

If you visit our web site to read or download information, such as archived presentation and meeting agendas, we may collect certain non-personal information about you from your computer. This information is collected from your computer's web browser: If you only read or download information on our web site, we do not collect or learn your name, e-mail address, home address, or other personal information about you. We may place a text file called a cookie in the browser files of your computer when you visit. The cookie may be stored on your computer's hard drive. The information that we collect using cookies is non-personal information. You are always free to decline our cookies if your browser permits, but some parts of our web site may not work properly for you if you do so. We will not allow third parties to place cookies on our web site.

What does LongsPeakNet do with non-personal information?

Because non-personal information cannot identify you or be tied to you in any way, there are no restrictions on the ways that we can use or share non-personal information. We are always looking for ways to better serve you and improve this web site. We will use non-personal information from you to help us make this web site more useful to visitors. We also will use non-personal information for other business purposes. For example, we may use non-personal information or aggregate non-personal information to:

- create reports for internal use to develop programs, products, services or content
- customize the information or services that are of interest to you
- or most importantly, provide aggregated information on job experience and skills of the general membership to prospective employers

What is personal information?

Personal information is information we collect through this web site that we can use to specifically identify you, such as your:

- name
- telephone number

- e-mail address
- age

In some places on this web site you have the opportunity to send us personal information about yourself, to elect to receive particular information, or to participate in an activity. For example, you may fill out a registration form, a survey, or an e-mail form and you may elect to receive educational material about the regularly scheduled meetings, presenters or job opportunities.

You also may choose to allow us to personalize your visits to the web site, in which case we will ask you for certain personal information to make your visits to our web site more helpful to you. In the future if we are able to incorporate more sophisticated methods of serving your needs, when this information is combined with the non-personal information that we collect through cookies (described above), we will be able to tell that you have visited our web site before and can personalize your access to our web site, for example, by telling you about new features that may be of interest to you.

How does LongsPeakNet keep and use personal information?

We may keep and use personal information we collect from you through this web site to provide you with access to this web site. In addition, we may keep and use your personal information:

- to respond to your requests
- to personalize your access to our web site, for example, by telling you about new features that may be of interest to you
- to develop records, including records of your personal information
- to contact you with information that might be of interest to you, including information about job opportunities, employment recruiters or potential employer interests
- for analytical purposes and to research, develop and improve programs, products, services and content
- to remove your personal identifiers (your name, e-mail address, phone number, etc). In this case, you would no longer be identified as a single unique individual. Once we have de-identified information, it is non-personal information and we may treat it like other non-personal information.
- to enforce this Privacy Statement and other rules about your use of this web site
- to protect our rights or property
- to protect someone's health, safety or welfare
- to comply with a law or regulation, court order or other legal process

Does LongsPeakNet ever share personal information with third parties?

LPNet will not share your personal information collected from this web site with an unrelated third party without your permission, except as otherwise provided in this Privacy Statement.

In the ordinary course of business, we will share some personal information with companies that we hire to perform services or functions on our behalf. For example, we may use different vendors or suppliers to assist in survey efforts or mailings to notify you. In these cases, personal information such as your email address will be housed on a vendors server for the duration of the process. Our intention is to do as much communications work within the LPNet organization but

in all cases in which we share your personal information with a third party, we will not authorize them to keep, disclose or use your information with others except for the purpose of providing the services we asked them to provide. We will not sell, exchange or publish your personal information

We may be legally compelled to release your personal information in response to a court order, subpoena, search warrant, law or regulation. We may cooperate with law enforcement authorities in investigating and prosecuting web site visitors who violate our rules or engage in behavior which is harmful to other visitors (or illegal).

We may disclose your personal information to third parties if we feel that the disclosure is necessary to:

- enforce this Privacy Statement and the other rules about your use of this web site
- protect our rights or property
- protect someone's health, safety or welfare
- comply with a law or regulation, court order or other legal process

What happens if the privacy statement changes?

If we decide to make a significant change to our Privacy Statement, we will post a notice on the homepage of our web site for a period of time after the change is made. Significant changes are also described below.

What about privacy on other web sites?

This web site may contain links to other web sites. Some of those web sites may be operated by LongsPeakNet, and some may be operated by third parties. We provide the links for your convenience, but we do not review, control, or monitor the privacy practices of web sites operated by others. This Privacy Statement does not apply to any other web site, even the other LongsPeakNet web sites. We are not responsible for the performance of web sites operated by third parties or for your business dealings with them. Therefore, whenever you leave this web site we recommend that you review each web site's privacy practices and make your own conclusions regarding the adequacy of these practices.

Does LongsPeakNet ever communicate directly with visitors to this web site?

We may contact you periodically by e-mail, mail or telephone if you agree to that contact to provide information regarding programs, content and job opportunities that may be of interest to you. In addition, some of the features on this web site allow you to communicate with us using an online form. If your communication requests a response from us, we will send you a response via e-mail. The e-mail response or confirmation may include your personal information, including personal information about your name, address, etc. We cannot guarantee that our e-mails to you will be secure from unauthorized interception.

Are there special rules about children's privacy?

We care about protecting the online privacy of children. We will not intentionally collect any personal information (such as a child's name or e-mail address) from children under the age of 13. If you think that we have collected personal information from a child under the age of 13, please contact us.

What about web site security?

Security is very important to us. We also understand that security is important to you. We take reasonable steps to protect your personal information from loss, misuse, and unauthorized access, disclosure, alteration, or destruction. You should keep in mind that no Internet transmission is ever 100% secure or error-free. In particular, e-mail sent to or from this site may not be secure, and you should therefore take special care in deciding what information you send to us via e-mail

How to contact LongsPeakNet

If you have questions or comments about this Privacy Statement, or wish to have your contact information removed from the roster, please notify LongsPeakNet via an email to membership@lpnet.org. You can also remove yourself from the LinkedIn group via LinkedIn.