

Your Privacy Rights

WIN Insights is committed to protecting the privacy of our users, and strives to provide a safe, secure user experience. This Privacy Policy describes how we collect and use online data.

By using this site or application, you explicitly accept the collection, use and transfer of your data as described in this Privacy Policy.

If you do not want your information to be collected, used, and transferred as described by this policy, you may revoke your consent to our Privacy Policy. To revoke your consent, contact us. If you do revoke your consent, your account and profile information will be deleted.

We share information with employers. We are unable to control their use of your data. We also do not control the data use practices of either (a) those who access your information on or through our sites and applications or (b) ad networks and other third parties with whom we work to serve you personalized ads.

Information collected on our sites and applications is stored in whole or in part in the United States; therefore, your information may become subject to U.S. law.

Scope of this Policy

This policy applies to information we collect on sites and applications owned or controlled by Integral Media LLC. (“WIN Insights”) or its affiliated companies. Affiliated companies are entities that control, are controlled by or are under common control with Integral Media LLC. We link to other websites over which we have no control. Integral Media LLC is not responsible for the privacy policies or practices of other websites. You may wish to review the privacy policies of those sites so you can understand how they collect, use and share your information.

Information We Collect

We collect information about you when you use our sites and applications. For example, depending on the services you use, we collect:

- Your name
- Contact information such as address, email address, telephone number
- Credit card number and billing information (for services requiring payment)
- Information about your education, occupation, skills and experience, awards, memberships and affiliations, activities and interests
- Information imported by you or your connections from third party applications
- Information about third parties, such as references or contacts, that you provide to us if you have their express written consent to do so
- Your ZIP code, postal code, preferences, occupation, career history, interests and favorites
- Your age, gender, race or ethnicity, if permitted by local law and you choose to provide it

We automatically collect information about how you use our sites and mobile applications, the areas of our site that you visit, as well as information about your computer or mobile device including your IP address, device ID, physical location, browser and operating system type, and referring URLs. This information is necessary for providing personalized and location-based content as well as for analyzing the use of resources, troubleshooting problems, preventing fraud, and improving our services. We may combine this information with information in your account to help prevent fraud.

If you choose to login with Facebook or similar sites, we import the information that you choose to share with us by installing the application or logging into that platform or site, and we make it part of your profile. Because Integral Media sites and applications are intended to allow you to share your information and to allow others to find you, we make certain information about you publicly available by default. Such information may, for example, be accessed by everyone on the Internet, including users without accounts, and may appear in public search engine search results. However, you can control the visibility of your information by managing your privacy settings. You can also restrict the information available to others by deleting information you do not want visible or by not providing it at all.

When you post information on another user’s profile or comment on another user’s post, the public availability of that information will be subject to the other user’s privacy settings.

How We Use Information

We use the information we collect to provide our services, respond to you, operate and improve our sites and applications, and foster a positive user experience. Our services include the display of personalized products, content, and advertising relating to your experience and interests, either on our site or other sites with which we have a business relationship.

By registering with WIN Insights, by managing your profile, or by opting in when presented with choices, you have consented for us to use your information in the following ways:

- to create a profile for you based on information that you have provided to us, information imported from other sites or applications, or information provided to us by third parties such as your contacts or advertisers;
- to provide personalized, targeted, or location-based content, services, and advertising from us and third parties;
- to allow you to contact other users or to invite others to join or create an account;
- to allow you to import information about yourself or your contacts from other sites or applications or to export your information to other sites or applications;
- to make purchases;
- to contact you about feature updates, informational and service-related communications, including important security updates;
- to provide you with additional communications, information, and promotions such as newsletters and career advice;
- to inform you of other products or services available from WIN Insights or its affiliates;

- to enable you to contact us and for us to respond to you to conduct surveys, promotions and contests, and to publish the results thereof;
- to help your friends and contacts, find your profile and connect with you;
- to provide information about you and your interest;
- to provide products and services to our customers to complete the training process;
- to provide products and services that enable users to network, post information on bulletin boards, view and compare profiles;
- to generate internal reports about the use of our sites and applications;
- to allow you to share profile information with your connections;
- to give search engines access to public information;
- to detect, investigate and prevent activities that may violate our policies or be illegal; and
- to make suggestions and draw inferences about you. For example, we may make suggestions about people you may know or additional products or services that might be of interest to you. Or, if you identify yourself as "Mrs." we will assume you are female.

Some of our products and services, such as our searchable subscriber database and networking, enable third parties to see your personal information and to contact you. Profile information may be used for networking with other community members or may be visible to members who are using WIN Insights sites and applications.

Information you post in public areas of WIN Insights sites or applications or place in the searchable database may be accessed, used, and stored by others around the world, including those in countries that might not have legislation that guarantees adequate protection of personal information as defined by your country of residence.

While WIN Insights takes measures to safeguard your information from unauthorized access or inappropriate use, WIN Insights does not control these third parties and we are not responsible for their use of information you give to us. Accordingly, you should not post sensitive information, personality profiles, or any other information you would not want made public, to any WIN Insights site or application.

We use data we have about you to determine whether you might be interested in the products or services of a particular third party. We show you targeted ads on our sites or other sites with which we have a business relationship. These ads are targeted based on information we collect about you and information about you we acquire from third parties.

How We Share Information

One of our primary purposes is to provide you with a web-based knowledge management system that delivers the most comprehensive aggregation of identity and diversity-related content that exist to date. The information we gather may be shared within the Integral Media, LLC. group of companies on a worldwide basis. **We do not share information with third parties for their direct marketing purposes.** We disclose your information as set forth below:

1. We share your information with third parties who help deliver our products and services to you. Examples include hosting our web servers, including database storage, analyzing data, providing marketing assistance, processing credit card payments, and providing customer service. These companies will have access to your personal information as necessary to perform their functions, but they may not use that data for any other purpose. We will remain responsible for any information shared in this way.
2. We may disclose information to third parties For example:

(a) To receive newsletters, commercial e-mails or other communications from WIN Insights or third parties.

We also share aggregated information (including location data) about WIN Insights site visitors and application users with third parties to serve advertisements to you on our sites or other sites with which we have a business relationship. If we create a co-branded site with another company, information will be retained by both companies and subject to the privacy policies of both companies which will be published on the co-branded sites.

3. We disclose information if legally required to do so, or at our discretion pursuant to a request from a governmental entity or if we believe in good faith – after considering your privacy interests and other factors – that such action is necessary to: (a) meet legal requirements or comply with legal process; (b) protect our rights or property or our affiliated companies; (c) prevent a crime or protect national security; or (d) protect the personal safety of users or the public.

4. We may disclose and transfer information to a third party who acquires any or all of Integral Media, LLC business units, whether such acquisition is by way of merger, consolidation or purchase of all or a substantial portion of our assets. In addition, in the event Integral Media, LLC becomes the subject of an insolvency proceeding, such information will be disposed of in a transaction approved by the court. You will be notified of the sale of all or a substantial portion of our business to a third party by email or through a prominent notice posted on the site.

An Important Note about Your Profile

When you create or post a profile, we store it in our searchable database in the United States. We cannot control the retention, use or privacy of profiles that have been viewed or downloaded by others.

We attempt to limit access to our searchable database to legitimate users such as paying employers, Team Leaders, Executive Leaders, but cannot guarantee that other parties will not gain access to this database. We cannot control the use made of profiles by third parties who access the database. Once your profile has been disclosed, WIN Insights is not able to retrieve it from the third parties who accessed it.

You may remove your profile from our searchable database at any time. However anyone who viewed your profile may have kept a copy of it in their own files or databases. Accordingly, you should not put sensitive information, personality profiles, or other information you would not want made public, in your profile.

Profiles you give to us must not contain sensitive data relating to your (i) racial or ethnic origin (ii) political beliefs (iii) philosophical or religious beliefs (iv) membership of a trade union or political party (v) physical or mental health or biometric details or genetic makeup (vi) addictions, sexual life (vii) the commission of criminal offences or proceedings and associated penalties or fines, (viii) the commission of any unlawful or objectionable conduct and associated penalties, or (ix) any Social Security Number or national identification number. If your profile does contain this information, then you agree that it is at your own risk. We cannot control third parties' access to such information from our searchable database.

How We Store Information

We retain all the information we gather about you in an effort to make repeat use of our sites more efficient, practical and relevant until you change or remove your personal data. You may access, review, correct, update, change or delete your profile at any time. Log into your account, go to your profile, and make the desired changes.

Access to or correction, update, or deletion of your personal information may be denied or limited by WIN Insights if it would violate another person's rights and/or as otherwise permitted by applicable law. If you wish to delete or close your account or account profile information altogether, please contact us. We will send you an email to confirm that your personal information has been deleted (save for an archival copy which is not accessible by you or third parties on the Internet). The archival copy is retained only for as long as needed for audit and record purposes. We will also keep logs and information that may relate to your activity on the site.

We will respond to information access requests without undue delay of receipt and in any event within 30 days. If we require additional time to provide access to your information, we will acknowledge receipt of your request within 30 days and promptly supplement our response within the time period required by applicable law.

If you do not log into your account for a significant period of time, it will expire and be scheduled for deletion. Expired accounts are deleted on a periodic basis. Our current expiration period is approximately 36 months; we may extend or reduce this period in order to adjust to changing statistical patterns. If we change the period, we will update this notice. You will always receive an email from us before we delete your profile in this manner.

Security

You are responsible for keeping your username and password secret.

WIN Insights takes appropriate measures to secure your personal information from accidental loss and from unauthorized access, use, alteration or disclosure. However, the Internet is an open system and we cannot guarantee that unauthorized third parties will not be able to defeat those measures or use your personal information for improper purposes. You should be aware that profiles may be monitored by your current employer. When you place an order online at WIN Insights, your credit card information is encrypted with industry standard encryption. This makes it difficult for your credit card information to be intercepted or stolen while being transmitted. WIN Insights uses a service company to process its credit card transactions. For further information on this company's privacy and security practices, please [click here](#).

Children

WIN Insights is not intended for, nor do we knowingly collect information from, children under the age of 18.

Changes to Privacy Policy

If we decide to materially change the substance of this Privacy Policy, we will, where required, contact you via the email address that you maintain in your profile. We will also post those changes through a prominent notice on the site.

Contact Information

Your data is submitted to WIN Insights and is hosted and stored in a database on servers situated in the United States owned and maintained by Integral Media, LLC, a Georgia corporation located at 5140 Parkwood Oaks Lane, Mableton, GA 30126.

If, at any time, you have questions or concerns about this Privacy Policy, please contact us online or at:

Privacy Office
Integral Media
5140 Parkwood Oaks Lane
Suite 500
Mableton, GA 30126

We will use reasonable efforts to promptly answer your question or resolve your problems.

Use of Cookies, Web Beacons, and JavaScript

Cookies: WIN Insights uses "cookies" to help personalize and maximize your online experience and time online, including for storing user preferences, improving search results and ad selection, and tracking user trends. A cookie is a text file stored on your computer. Cookies store bits of information that we use to help make our site work. They can't run any code and don't contain viruses. No one can read our cookies except us.

We use cookies to improve your experience on our sites. We use the following types of cookies:

- **Security:** These cookies allow us to secure access to your account.
- **Preference:** These cookies are used to store your preferences like language choice and display of search results.
- **Analytics:** We track traffic patterns so we can identify popular content and potential problems.
- **Features:** We track which features you search for and view so we can show you more features like those. We also use cookies to split some users into test groups to test new features.
- **Advertising:** We use non-identifiable information about you to show you advertising.

Some cookies will remain on your computer after you have left our site. Security cookies will remain for 60 days after your last visit. Poll response cookies will remain for 90 days, and WIN Insights cookies relating to advertisements and site notices will remain for up to two years. We also allow other companies to display advertisements to you while you are using our sites and applications. Because your web browser must request these advertisements from the other companies' servers, these companies can view, edit or set their own cookies, just as if you had requested a web page from their site. WIN Insights has no control over, and is not responsible for, the practices of those third party advertisers. The data stored in these cookies is anonymous and the information is not linked to your personally identifiable information without your permission. The cookies placed by our third party ad servers will remain on your computer after you have left our site for up to 20 years unless you choose to delete them.

Web Beacons and JavaScript: WIN Insights uses web beacons (sometimes called pixels, clear gifs or action tags) and JavaScript to collect information about users' visits to our sites and applications, measure and improve the effectiveness of advertisements, and deliver co-branded services. They help us compile aggregated statistics about site usage. Web beacons are built into the page and cannot be refused. However, they can be rendered ineffective by opting out of cookies. JavaScript can be deactivated via your browser settings. If you disable JavaScript you will not be able to use some of the functions of the website.

Social Media and Content Sharing

Social Media Widgets. Our site includes social media features, such as the Facebook Like button and widgets, such as the Share This button. These features may collect your IP address and the page on our site you are visiting and may set a cookie to enable the feature to function properly. Social media features are either hosted by a third party or hosted directly on our Site. Your interactions with these features are governed by the privacy policy of the company providing it.

Referrals. If you choose to use our service to share site content with a friend, we will ask you for your friend's name and email address. We will automatically send your friend an email inviting him or her to visit the site. WIN Insights temporarily stores this information for the sole purpose of sending this email.

Update effective September 10, 2013.