

# Our Privacy Policy

We take your privacy seriously. We have created this page to clearly identify what our company will and won't do with the information that is collected on the site.

Our company will not publish, disclose, sell or rent user data or any data collected from the surveys you create and host with HR Strategies Plus.

In addition, our company will not send survey participants unsolicited mail, email or advertisements.

## **What this Privacy Policy Covers**

This Privacy Policy covers our company's treatment of personally identifiable information that we collect when you are on our web site, and when you use our services. This includes our treatment of any personally identifiable information that our business partners share with our company. This policy also covers the data that is collected in our client surveys. This policy does not apply to the practices of companies that our company does not own or control or to people that we do not employ or manage. This site contains links to other sites. Our company is not responsible for the privacy practices or the content of such Web sites. We encourage you to read the posted privacy statement whenever interacting with any Web site.

## **Information Collection and Use**

We collect personally identifiable information when you purchase our products or services, when you register for a consultation, when you subscribe to an e-mail list, when you visit our site pages, when you sign-up to be a sponsor, when you want us to contact you and when you join our membership clubs. Our company may also receive personally identifiable information from our business partners.

Our company also automatically receives and records information on our server logs from your browser including your IP address, our company cookie information and the page you requested. We use information for three general purposes: identify your business consultation needs, to fulfill your requests for certain products and services, and to contact you about specials and new products.

## **Information Sharing and Disclosure**

We will not sell or rent your personally identifiable information to anyone. Our company will send personally identifiable information about you to other companies or people when:

- We have your consent to share the information;
- We need to share your information to provide the product or service you have requested;
- We need to send the information to companies who work on behalf of our company to provide a product or service to you. (Unless we tell you differently, these companies do not have any right to use the personally identifiable information we provide to them beyond what is necessary to assist us.);

- We respond to subpoenas, court orders or legal process; or
- We find that your actions on our web sites violate the Terms of Service, or any of our usage guidelines for specific products or services.

We will not publish, disclose, sell or rent any data collected from the surveys you create and host with our company without your consent. We respect your privacy and your survey participants' privacy.

### **Cookies**

We set and access our company cookies on your computer. Our company does not allow other companies to set and access their cookies on your computer.

### **Your Ability to Edit and Delete Your Account Information**

We will give you the ability to edit your Account Information and preferences at any time. You may request deletion of your account by sending an email [Kbenjamin@HRStrategiesPlus.com](mailto:Kbenjamin@HRStrategiesPlus.com) to protect and validate your identity, the email must come from the email address on file for the account.

### **Security**

Your account information is protected for your privacy and security. Our company operates a secure data network protected by industry standard firewall and password protection systems. In addition, we backup member data files on redundant hard disks, and regularly to backup systems. Access to servers containing personal information is strictly controlled and limited to certain individuals within our company. Our internal security policies are periodically reviewed and enhanced as necessary.

### **Changes to this Privacy Policy**

We may amend this policy from time to time. If we make any substantial changes in the way we use your personal information we will notify you by posting a prominent announcement on our pages.

### **Questions or Suggestions**

If you have questions or suggestions, please email HR Strategies Plus at [Kbenjamin@HRStrategiesPlus.com](mailto:Kbenjamin@HRStrategiesPlus.com)