

## Out in Tech Privacy Policy

**Last Updated: May 24, 2018**

**Note: This updated Privacy Policy contains terms relating to EU's new data privacy law, the General Data Protection Regulation ("GDPR") which will go into effect on May 25, 2018.**

**We recognize that your privacy is very important.** This privacy policy covers the policies of Out In Tech Inc. ("OIT") on the collection, use, and disclosure of your information, including any personally identifiable information or other data collected that could directly or indirectly identify you ("Personal Data") when you access the OIT website (the "Site"), or anytime you use our other products or services (the Site and other OIT products and services, altogether, the "Services").

Each time you use our Services, you consent to the collection, use and storage of the collected information as described in this Privacy Policy. Please read it carefully and contact us at [hello@outintech.com](mailto:hello@outintech.com) if you have any questions.

### 1. What information do we collect?

#### **Registration for Events Through Third Party Platforms:**

If you register through a third-party platform, such as EventBrite, we will have access to some of your third-party account information from that service, such as your name and other information in that account, as authorized by that service. You should review such third party platform's data policy for more information about their data collection practices.

**Products, Services and Customer Support.** We may collect your name, email address and telephone number to the extent necessary for us to provide the products and services that you have ordered or requested and order confirmations (or other transactional information) and/or to provide customer support.

**Promotions.** We may collect your email address if you sign up to receive promotional emails and newsletters from us. This information may be used to contact you about events, programs and activities available through the Services.

**Online Surveys.** We may collect your name, age, zip code and email address if you choose to participate in one of our on-line surveys. This information will be used to help provide us with relevant information about our members.

#### **Cookies:**

As is true of most websites, we gather certain information automatically and store it in log files. When you use our Services, we may collect certain information automatically from you, which may include internet protocol (IP) addresses, browser type, internet service provider (ISP), referring/exit pages, operating system, date/time stamp, clickstream data, landing page, and referring URL. To collect this information, a cookie may be set on your computer or device when you visit our Services. Cookies contain a small amount of information that allows our web servers to recognize you. We store information that we collect through cookies, log files, and/or clear gifs to record your preferences. We may also automatically collect information about your use of features of our Services, about the functionality of our Services, frequency of visits, and other information related to your interactions with the Services. We may track your use across different websites and services. In some countries, including countries in the European Economic Area

("EEA"), the information referenced above in this paragraph may be considered personal information under applicable data protection laws. You can set your browser to remove or reject cookies; however some Site features or Services may not work properly without cookies.

## 2. How is collected information used and stored?

Information collected may be utilized to (i) communicate with our users to facilitate or provide information regarding our services; (ii) to communicate material changes to our Terms of Service and Privacy Policy; (iii) help us maintain and improve Services offered and/or (iv) to communicate featured events, activities and programs offered by our Services. You can always unsubscribe via the opt-out link within the email or by emailing OIT at [hello@outintech.com](mailto:hello@outintech.com)

In an ongoing effort to better understand and to serve the users of our Services, we may conduct research on our member demographics, interests and behavior based on Personal Data and other information that has been provided or received by us. *This research may be compiled and analyzed on an aggregate basis and this aggregate information does not identify you personally and will not be treated as Personal Data under this Privacy Policy.*

## 3. Is Information Collected by or Disclosed to Third Parties by using the Services?

We do not share, sell or rent to third parties your information except as described in this Privacy Policy. Examples of instances in which we share your information are provided below:

- a. **Third party service providers.** We, like many businesses, sometimes engage other companies to perform certain business-related functions on our behalf so that we can focus on our core business. Examples of these services include, but are not limited to, payment processing and authorization, order fulfillment and shipping, marketing and promotional material distribution, website evaluation, social media management, data analysis and, where applicable, data cleansing. We authorize them to use this Personal Data only in connection data security and privacy standards.
- b. **Business transfers.** We may sell, assign, buy, transfer or otherwise acquire or dispose of certain of our businesses or corporate assets. In the event of such or similar event, Personal Data we collected from you may be part of the transferred assets. You acknowledge and agree that any successor to or acquirer of us will continue to have the right to use your Personal Data and other information in accordance with the terms of this Privacy Policy.
- c. **Website Analytics.** We may use analytics providers such as Google Analytics. Google Analytics uses cookies to collect non-identifying information. Google provides some additional privacy options regarding its Analytics cookies at <http://www.google.com/policies/privacy/partners/>.
- d. **Legal requirements.** We may disclose your Personal Data if required to do so by law (including, without limitation responding to a subpoena or request from law enforcement, court or government agency or other public authorities) or in the good faith belief that such action is necessary (i) to comply with a legal obligation, (ii) to protect or defend our rights, interests or property or that of other customers or users, (iii) to act in urgent circumstances to protect the personal safety of users of the Services or the public, or (iv) to protect against legal liability or potential fraud, as determined in our sole discretion.
- e. **Your consent.** If we intend to use any of your Personal Data collected in any manner that is not specified herein, we will inform you of such

anticipated use prior to or at the time at which such Personal Data is collected or we will obtain your consent subsequent to such collection but prior to such use. In short, we will honor the choices you make regarding your Personal Data and will inform you about any other intended uses of such information.

#### **4. Linking to or from Third Party Platforms.**

Users may follow OIT on Facebook and Twitter. Users should click on the hyperlinks for each site to review the applicable privacy policies for more detail about information collected from these sites.

#### **5. How Does OIT Comply with the Children's Online Privacy Protection Act?**

Our Services are directed toward a general audience and are not directed at nor intended for use by children. We do not knowingly collect information from children under the age of 13 without parental consent. If a parent or guardian becomes aware that his or her child has provided us with information without their consent, he or she should contact us at [hello@outintech.com](mailto:hello@outintech.com). We will delete such information from our files within a reasonable time.

#### **6. What are my data protection rights under GDPR?**

If you are located in certain countries, including those that fall under the scope of the GDPR, data protection laws give you rights with respect to your personal data, subject to any exemptions provided by the law, including the rights to:

- Request access to your Personal Data;
- Request correction or deletion of your Personal Data;
- Object to our use and processing of your Personal Data;
- Request that we limit our use and processing of your Personal Data; and
- Request portability of your Personal Data.

You can usually access, correct, or delete your personal data by contacting us at [hello@outintech.com](mailto:hello@outintech.com). EU individuals also have the right to make a complaint to a government supervisory authority.

#### **7. Data Transfers**

OIT's Services are hosted by WordPress. WordPress delivers an industry-leading network of state-of-the-art data centers located around the world. Like OIT, helping to protect the confidentiality, integrity, and availability of customer data is of the utmost importance to WordPress, as is maintaining customer trust and confidence. WordPress is certified under the US-EU and US-Swiss Privacy Shields and, in compliance with the Privacy Shield Principles, act as our agent with regard to data privacy. For more details of WordPress's privacy and security processes, please visit <https://automattic.com/privacy/>. By using the service, you consent to your personal information being transferred to our servers as set out in this policy.

#### **8. How long does OIT retain information collected?**

We follow generally accepted standards to store and protect the personal data we collect, both during transmission and once received and stored, including utilization of encryption where appropriate. We retain Personal Data only for as long as necessary to provide the Services you have requested and thereafter for a variety of legitimate legal or business purposes. These might include retention periods (i) mandated by law, contract or similar obligations applicable to our

business operations; (ii) for preserving, resolving, defending or enforcing our legal/contractual rights; or (iii) needed to maintain adequate and accurate business and financial records. If you have any questions about the security or retention of your Personal Data, you can contact us at [hello@outintech.com](mailto:hello@outintech.com).

#### **9. What is OIT's Security Policy?**

We have implemented reasonable administrative, technical and physical security measures to protect your personal information against unauthorized access, destruction or alteration. For example, we limit access to this information to authorized employees and contractors who need to know that information in order to operate, develop or improve our Services. However, although we endeavor to provide reasonable security for information we process and maintain, no security system can ever be 100% secure.

#### **10. How Does OIT Respond to "Do Not Track" Signals?**

"Do Not Track" is a feature enabled on some browsers that sends a signal to request that a web application disable its tracking or cross-site user tracking. At present, OIT does not respond to or alter its practices when a Do Not Track signal is received.

#### **11. How Will I Be Notified of Changes to Your Privacy Policy?**

If OIT makes material changes to its Privacy Policy, it will notify you by: (i) changing the Last Updated Date at the top of the Privacy Policy, (ii) sending an email to its subscribers, and/or (iii) adding a statement to the Site.

#### **12. Contact Us**

If you have any questions regarding privacy while using our Services, or have questions about our practices, please contact us via email at [hello@outintech.com](mailto:hello@outintech.com).