

# YPO, INC. PRIVACY NOTICE

**EFFECTIVE: MAY 1, 2023**

This Privacy Notice reflects YPO, Inc.'s global privacy commitment and standards as of the effective date.

## Who We Are

YPO, Inc. (Controller), with its headquarters located at 225 East John Carpenter Freeway, Suite 500, Irving, Texas 75062, USA is a global leadership community of chief executives driven by the shared belief that the world needs better leaders. We come together in YPO to become better leaders and better people. Through YPO, we are inspired and supported to make a difference in the lives, businesses, and the world we impact.

As a global organization with multiple cloud platforms and systems, your information may be collected, stored, accessed, or processed from any country, including the US, EEA, UK, or Canada.

**If you have a Privacy question**, you may contact the YPO Privacy Team at [dataprivacy@ypo.org](mailto:dataprivacy@ypo.org). Additional contact information for our Privacy Team or Representatives may be found [here](#) at the end of this Privacy Notice. We welcome the opportunity to address your questions or concerns.

**If you have concerns about how we handle your Personal Information**, you have the right to make a complaint about us to the privacy regulator in your country, state, or province. Most privacy regulators can be contacted online using the resources provided at:

<https://globalprivacyassembly.org/participation-in-the-assembly/members-online/>

As used in this Privacy Notice, the terms "you" and "your" refer to each visitor to the Sites or Services, and the terms "we," "our," "us," and "YPO" refer to YPO, Inc. and to the extent they are acting as Joint Controllers as detailed below, Chapters and RALE.

**YPO Chapters (Chapters) and Regional Administrative Legal Entities (RALE)** – Chapters and RALEs are operated as separate and independent legal entities globally. For the purposes of this Privacy Notice, all of these entities, whether inside or outside the EEA / UK will be considered **Joint Controllers** as defined by the GDPR, Article 26(1). This Privacy Notice applies equally to these **Joint Controllers**, but only to the extent that the Personal Information is collected, resides, or is accessed on YPO, Inc. Sites or Services. Chapters and RALEs may have separate or additional Privacy Notices for their separate network systems, Sites, or Services addressing the data processing operations they implement themselves as data controllers.

## Scope

This Privacy Notice applies to the Personal Information we collect, store, and process related to our:

- websites, including [www.ypo.org](http://www.ypo.org), [www.ypoconnect.org](http://www.ypoconnect.org) and our other websites, systems and platforms that display this Privacy Notice (together, our "Sites").
- mobile applications ("Apps") and social media properties
- events, marketing activities, and business development activities
- communications and other online and offline interactions

Collectively, we refer to the above as our “Services.” Additional or separate privacy notices may apply to certain Services. If a separate or additional privacy notice applies, this will be clearly disclosed to you at the point of Service.

By visiting the Sites or using our Services, you acknowledge the practices described in this Privacy Notice for any information you provide and have provided in the past through the Sites or Services, or those collected from your usage of the Sites or Services.

### Privacy Principles

At YPO, our founding purpose is to bring together business leaders to help make the world a better place. As we continue to leverage innovative technologies that enable easier and deeper member-to-member connections and digital experiences, we must ensure our core principles of trust and accountability extend to the Personal Information entrusted to us by members and associates.

The following principles set the foundation of YPO’s privacy culture and will help shape the policies, procedures, and processes that enable our organization’s mission:

**Transparency and Accountability:** We will be transparent and accountable for the personal data that we collect and how we use that information.

**Access and Control:** Members and associates are the owners of their Personal Information and as such they will always have access and ultimate control over their privacy and the content of information provided to, stored, and processed by YPO without prejudice to legal obligation bearing on YPO.

**Security:** YPO understands its responsibility to protect the Personal Information entrusted to us by individuals and will utilize security and encryption techniques to safeguard this information.

**Responsibility:** As a global organization, YPO respects and fully accepts our responsibility with all existing, emerging, and evolving privacy laws as applicable to YPO and will collaborate with members and associates to ensure their legal rights of privacy are respected and a global perspective is considered in all our endeavors.

We are committed to a culture of privacy and continuous improvement of our privacy practices, policies, and processes. YPO will always strive to be a leader in best privacy practices in today’s digital age.

### Your Personal Information

In this Notice, **Personal Information** means data we process (collect, use, store, share, etc.), that either by itself or in combination with other information, enables you to be directly or indirectly identified (“**Personal Information**”). It includes any data that could be used to identify, locate, track, or contact you.

**Sensitive Personal Information** – with your consent where required, we may collect and process certain categories of Sensitive Personal information including Financial Information, information revealing race or ethnic origin, government identifiers such as Social Security Numbers, and other data considered sensitive by country, state, or local jurisdictions.

## How We Collect Personal Information

We collect your Personal Information when you visit and otherwise use the Sites (e.g. to publish content or information), when you register with the Sites, provide us with such information using electronic or paper form, buy our Services, contact us by telephone, fax, email, post, the Sites or any other means, contact Us or provide feedback on our Services. When you subscribe to one of our Services, we request the basic information to provide you with that Service. When you apply for membership, we ask for basic information such as your name, contact information, email address, physical address birthdate and company information.

When you register with the Sites, we collect the necessary information to proceed with registration to the Sites, namely your name, email address, physical address, payment information, business scope and valuation, and other autobiographical information, and you can also provide additional information in your profile, such as your phone number, instant message identifier, birthday, marital status, professional experience, education background, family members' names and similar autobiographical information, photos, hobbies, and other interests.

As stated in our Privacy Notice, we apply universal data privacy principles to all data subjects regardless of the jurisdiction in which you reside or work. As such, Personal Information you provide on third-parties such as your spouse, partner, children, etc. will be handled in accordance with GDPR provisions and in particular in compliance with Article 14. It is your obligation, as legal guardian or parent of any minor children, that you provide personal information on or when registering them for an event, to notify them of this Notice and exercise any rights here under on their behalf. Adult third party data subjects you provide information on will receive a notification that you have provided their information and have all rights granted to them under this Privacy Notice. When you visit the Sites, we receive data about your interaction with various functionalities on the Sites, such as when you join a group and share information with other members. We also receive information about you from other members, such as when they add you to a group or "tag" you in a publication or other content on the Sites. We may ask for additional information in your visits to the Sites. We keep track of your participation in YPO activities and member Services so we can understand our members' interests and evaluate the effectiveness of our offerings. Where permitted by applicable law, we also collect demographic information from other sources to help us learn more about member characteristics and needs. This information helps us better serve our members and improve our programs.

## Why We Collect Personal Information

We need to collect your Personal Information in order to administer and provide you with those of our Services you have requested or subscribed to; to customize our Services and contents to your interests; and otherwise conduct our business operations and activities, including improving and marketing our Services, and provide you with our Services in accordance with this Privacy Notice.

Our primary purpose in collecting this information is to provide you with the Services you request, provide you with customized content, allow you to interact with other members, and to evaluate and improve other Services that we offer now and in the future, both on the Sites and offline. For example, we ask for information so that we can process your membership application, send you the email newsletters, and allow your use of the functionality on the Sites. We may also use this information for other purposes. For example, we may review demographic information, survey results, and statistical analyses regarding the Sites usage in order to help us evaluate, modify, and develop Services that are likely to be of interest to our members, pursuant to the principles described in our Privacy Policy.

On occasion, we will also use your membership information to send you information about special member benefits and offers, and new features and groups on the Sites. If you initiate communications with other members through the Sites, those communications will include your name, email address or other communication identifier, and, if applicable, group information.

Depending on the specific Site or Service you are using, the reason or basis for our collection and processing of your Personal Information will fall within one or more of the following categories:

- ✓ Performance of a contract: Where we need to perform a contract we have entered or we are about to enter into with you.
- ✓ Legitimate interest: Where it falls within the scope of our legitimate business interests and your fundamental rights do not override those interests.
- ✓ Legal or regulatory obligation: Where we need to comply with a legal or regulatory obligation.
- ✓ Consent: From time to time, we may ask for your consent to use your information for certain specific purposes. You may withdraw your consent at any time by contacting us at [dataprivacy@ypo.org](mailto:dataprivacy@ypo.org).

We will generally only use your personal information for the purposes for which we collected it unless we determine that we need to use it for another reason and that reason is consistent with the original purpose. Should we desire to use your Personal Information for any reason not consistent with the original purpose, we will provide you with a disclosure and request your consent where appropriate.

Again, the legal basis for collecting and using your Personal Information will depend on the Personal Information concerned and the specific context in which we collect it, which is summarized here:

<b><u>Categories of data</u></b>	<b><u>Purpose</u></b>	<b><u>Lawful Basis</u></b>
<b>Contact information:</b> Name, email address, physical address, birthdate, family information, company information, phone number, and other various pieces of similar information.	Applying for and administering your membership	Performance of a Contract
	Providing you with Services	Performance of a Contract
	Send you transaction information, including confirmations, invoices, product and services information you have requested, updates, security alerts, support and administrative messages	Performance of a Contract
	Communicate with you about upcoming events and items that may interest you	Legitimate Interest
	Send you marketing communications, such as newsletters, advertisements and special member benefits and offers, and new features on the Sites	Your consent
<b>Sensitive Personal Information</b> – Ethnicity, race, religious affiliations,	Generally, for one of the purposes listed above for membership and affiliation membership purposes, or	Specific consent

<u>Categories of data</u>	<u>Purpose</u>	<u>Lawful Basis</u>
and similar types of information.	otherwise specifically described upon consent collection.	
<b>Financial Information:</b> Membership Information, Credit Card Number, Bank Account Number, Billing Address, Tax Identification Number, National Identification Number, and other various pieces of information	Paying for initial dues and renewal dues	Performance of a Contract
	Registering and paying for events	Performance of a Contract
	Expense reimbursements and invoices	Performance of a Contract
<b>Technology Information –</b> IP address, geolocation data, browser type, access time, and similar types of information.	How you use and connect to our Sites and Services	Legitimate Interest
	Security and Account Access	Legitimate Interest
	Detecting fraud or suspicious activity in relation to your membership account	Legitimate Interest

**Information Retention.** We store your Personal Information only for as long as necessary to provide the Services you have requested, or for other business purposes such as, but not limited to:

- Complying with our legal obligations such as any record-keeping obligation imposed by relevant laws or regulations. (e.g. US Internal Revenue Service (IRS) requires a retention period of seven (7) years after a customer terminates their relationship for certain data).
- Resolving disputes and enforcing the agreements to which YPO is a party.
- To continue to perform our obligations under a contract with you.
- Any other legal basis to continue to process your information (such as your consent).

If your Personal Information is no longer necessary with respect to purposes for which it is processed and YPO has no legal obligation to retain that Personal Information, we will periodically delete such data or may anonymize certain data for historical and statistical purposes by following YPO’s internal processes.

**Do I have to submit any Personal Information in order to use the Services?**

If you want to take advantage of being a member of YPO or use of the member Services available on the Sites, we will sometimes request information that allows us to identify you. If you use the online form or paper application to join YPO or renew your membership, for example, we will ask for certain information to process your application (name, company information, phone number, mailing address, email address, family information, credit card number and other various pieces of information) in accordance with our Privacy Notice. You will receive email newsletters and we may also ask for Personal Information necessary when you participate in other activities or Services on the Sites, such as surveys and event registration.

When you join YPO as a member, we will create a basic profile for you on our member-only portal. The profile initially contains only your name and email address. You will be able to provide additional

information that will be visible to YPO members and their spouses/partners or other family members who have been granted access to member-only portions of the Sites. On some but not all Site platforms, you can choose to hide this profile from other Site users. The information you choose to provide may reveal, or allow others to identify, your nationality, ethnic origin, gender, age, religion and other aspects of your life. Supplying information to YPO, including any information deemed “sensitive” by applicable law (“Sensitive Personal Information”), is entirely voluntary on your part and under your sole responsibility. By using these social networking sites and other tools, you understand this use and sharing of your personal information.

Our Sites also provide forums, event registrations, applications, and functionalities that allow you to communicate, connect, and share information with other members, their spouses or partners, and other family members. The information within these tools and that you share with others within these tools can then be copied or reshared by them.

Again, regardless of whether you are visiting the Sites or an affiliated site, you do not have to disclose any Personal Information if you do not want to. We are only interested in offering you convenient Services that match your interests and needs.

**Automated Decision Making** - You will not be subject to decisions that will have a legal or significant impact on you based solely on automated decision making. However, when you join YPO, we may use your personal information or sensitive personal information internally in order to match you with services, forums, groups, or other opportunities at YPO. (Segmenting) You may object to this type of segmenting and processing of your personal information by notifying us at [dataprivacy@ypo.org](mailto:dataprivacy@ypo.org).

## Cookies

Concerning your use of the Sites, we collect information that includes the number assigned to your computer whenever you access the Internet ("IP address"), your geo-location data when logging in to your account, and the type of browser you use. We use this information for security purposes and to help us evaluate how the site is being used. By gathering this information, we can learn, among other things, how many people visit the site, which pages are the most and least popular, and which other web sites are the most frequent referral sources for YPO. We use cookies and similar technologies on the Sites, which YPO or our partners or service providers may place on your device (“**Cookie(s)**”). A Cookie is a small text-file stored on your device (desktop, laptop, smartphone) that allows us to recognize your computer each time you visit the Sites as well as to collect information in order to customize your experience on the Sites and for analytics purposes, e.g. how many people visit the site, and which pages are the most and least popular. Our cookie Policy can be found by clicking on the **Cookie Notice** link on each Site.

### Your choices regarding cookies

You may adjust your web browser settings to limit or block all or certain types of cookies, if you do not wish the Sites to install cookies on your web browser for the purposes described above. If you disable certain cookies, notably first party technical cookies, the Sites may not function as intended.

**Do Not Track and GPC** - Your browser may allow you to set a “Do not track” preference or have a Global Privacy Control (GPC) add-in. Unless otherwise stated on the site, our sites honor “Do not track” requests or read GPC information.

## Sharing Your Personal Information

YPO takes seriously its responsibility to keep your Personal Information confidential and private. **We do not sell or rent Personal Information to telemarketers, mailing list brokers or any other companies except as specified explicitly in this Privacy Notice.** We share your Personal Information with YPO Chapters and RALEs globally and include locations within and outside of the European Union as **Joint Controllers**. We also share limited Personal Information with companies we have selected to provide official YPO member benefits, Services, or to support YPO operations or perform analytical services. These companies may also be located globally to include locations within and outside of the European Union which may not offer a similar or adequate level of privacy. Our contracts with these companies require them to maintain an adequate level of protection of the personal data, and to keep the information confidential and secure, and allow them to use the information only under YPO's instructions and in order to offer the contracted Services to YPO and YPO members. We may release Personal Information on rare occasions when we are required to do so by law, or when necessary or appropriate to comply with legal process or to protect or defend YPO and its members in compliance with applicable law.

### **Law enforcement or National Security disclosure:**

**As a US Based Organization YPO may, under certain circumstances, be compelled to disclose your Personal Information in response to valid requests by public authorities, including to meet national security or law enforcement requirements. We also reserve the right to contact the appropriate authorities, in our sole discretion, when visitors' activities appear to be illegal or inconsistent with our policies.**

As explained above, we may share Personal Information with the limited number of Approved Vendors that we have selected to provide YPO member Services. Like most organizations, we also hire companies to provide certain administrative and technical services that require access to member information, such as processing address labels, managing databases, hosting cloud software and application solutions, or sending mailings.

We require all of these YPO service providers and Approved Vendors to hold member information in the strictest of confidence. These providers and Approved Vendors are contractually required to maintain the security and confidentiality of all member information using appropriate technical and organizational means to protect Personal Information against accidental or unlawful destruction, loss, alteration, unauthorized disclosure or access, and they are prohibited from using that information for any purpose other than providing the Services specified in their contracts with YPO and following YPO's instructions. We may, at our discretion, audit and monitor these companies and Approved Vendors to ensure that your Personal Information they hold is protected.

### **Social Media Channels**

YPO utilizes many third-party Social Media Channels including but not limited to Twitter, Facebook, and LinkedIn in order to engage with our members, potential members, and manage the YPO Brand. As such, YPO may access the data for individual accounts on the Social Media Provider's platform, including username, public profile, public comments, @mentions, shares, and replies.

When you Like, Follow, @mention, interact or Post to Social Media Channels using your account, you are agreeing to this Privacy Notice and the applicable Social Media Site's Privacy Notice.

For further information please visit the privacy policies for some of our more common social networks below:

- Facebook is available [here](#).
- LinkedIn is available [here](#).
- YouTube is available [here](#).
- Vimeo is available [here](#).

### **Payments and Credit Cards**

When you make a credit card payment through one of YPO Sites, your credit card information is encrypted, secured, and transmitted utilizing a separate, hosted, payment frame directly with the payment processor. YPO may transfer some Personal Information such as name, email address, member ID, amount due, etc to the payment processor in order to complete the transaction. This transfer is made due to the contractual necessity of YPO facilitating your purchase. Your credit card information that you enter on any check-out page is not being transmitted or processed through YPO's systems or networks. For information on these providers and their security / privacy policies, please contact:

Cvent Privacy and Contact Information: <https://www.cvent.com/en/cvent-global-privacy-policy#cookies>

Cybersource Privacy and Contact Information <https://usa.visa.com/legal/global-privacy-notice.html>

### **Events**

If you register for an event, seminar, or webinar of YPO, we may share basic participant Personal Information (your name, company, and email address) with event organizers or other participants of the same event, seminar, or webinar for the purpose of registration, communication, and the exchange of ideas. If additional information is required for a specific event, additional disclosure and consent information will be provided to you at the time of registration.

### **Clicking Over To Other Sites**

We have relationships with certain contractors, providers, and vendors that we have selected and approved to offer Services and benefits, whether directly or on linked sites (together, "Approved Vendors"). On some of these linked sites, you may be asked to enter Personal Information in order to take advantage of their Services or programs. If you decide to purchase Services on the website of one of our member benefits Approved Vendors, the contracted member benefit Approved Vendor offering the Services may ask for your name, member number, address, and email in order to contact you about the Services, under its own privacy policy and privacy practices, save its contractual privacy and confidentiality obligations pursuant to the contract it entered with YPO.

### **Privacy when you "click" over to third-party Sites**

As stated above, our sites sometimes include links to other web sites, some of which are operated by YPO service providers or approved vendors, and some of which are not. Sites operated by YPO service providers and approved vendors may also collect Personal Information and sites operated by third parties not affiliated or related to YPO may have their own privacy policies that differ from and are not covered by or governed by this Privacy Notice. It is important that you review any privacy policies on these sites carefully before you use any Services or programs offered.

When you click over to these third-party sites, YPO is not responsible for, and has no control over, the information collection or privacy practices of that site. It is important that you review and understand the privacy policies posted on any linked third-party sites you visit before volunteering any of your Personal Information.

These sites may also collect cookies or allow third-party advertisers on their sites to collect cookies. You can often find information regarding a site and its privacy policy on the site's home page. If you cannot find or do not like a site's privacy policy, you may prefer not to do business with, or offer information to, that site.

### **International Data Transfers**

As a global organization, your Personal Information may be transferred, stored, processed or used outside of the United States and/or outside of the UK / EEA by us or by third party Approved Vendors for purposes described in this Privacy Notice. This may occur depending on where our employees, contractors, Chapters / RALEs (Joint Controllers), venture partners, or Approved Vendors are located. It may also occur if we outsource certain activities overseas or if transactions, information, Services, or products have an overseas connection (such as when you attend an activity or event outside of your country of residence).

In any event, should a transfer of your Personal Information occur that is not described in this Privacy Notice, you will be informed of the collection, use, storage, and processing of your Personal Information in those countries and the other countries referred to in this section. Where required by applicable privacy and data protection laws, we take steps in order to ensure any overseas transfer of Personal Information is performed in compliance with the appropriate organizational and technical means (including e.g. EU Commission's standard contractual clauses for data transfers or European Commission's adequacy decisions). Where such parties are located overseas, you may have rights to enforce such parties' compliance with applicable data protection laws, but you may not have recourse against those parties under the privacy laws of your country of residence, in relation to how those parties treat your Personal Information.

### **Your Rights**

As a global organization with members in countries, states, and provinces around the world, we have elected to apply **Universal Data Privacy Rights** to all visitors, members, employees, contractors, and other individuals using the "Most Restrictive" application of any specific jurisdictional requirement. This is done to ensure a consistent and uniform application of rights to Personal Information globally.

You will always have the following rights in relation to your Personal Information:

- To access to the Personal Information held by YPO about you.
- To have your Personal Information corrected if it is incomplete or incorrect.

- To opt out of receiving marketing communications at any time and free of charge.
- To restrict or to object to the processing of your Personal Information including opting out of sharing your Personal Information with third parties.
- To request deleting or erasing your Personal Information in certain circumstances.
- To receive a copy of the Personal Information which you have provided to YPO, in a structured, commonly used and machine-readable format, i) when the processing is based on contract or consent and (ii) the personal data is processed by electronic means.
- To withdraw your consent to the use of your Personal Information.
- To lodge a complaint to a Data Protection Authority in your local jurisdiction.

You can exercise any of these rights with YPO at any time. Please note, however, that YPO can only delete your Personal Information if there is no statutory / legal obligation or prevailing right of YPO to retain it. If you do request that YPO delete your Personal Information, you will not be able to continue to use any YPO Service.

Please direct any requests to exercise your rights to the Data Privacy Team at [dataprivacy@ypo.org](mailto:dataprivacy@ypo.org) or the address and phone number listed [here](#).

When we have additional questions or feel we need to further verify a requestor's identity, YPO will take steps to ensure that it verifies your identity to a reasonable degree of certainty before it will process the data right you request. YPO will match Personal Information provided by you in submitting a request to exercise your rights with information already maintained by YPO when feasible. This could include matching two or more data elements you provide when you submit a request. YPO may decline to process requests that are manifestly unfounded, excessive, fraudulent, or are not otherwise required by local law.

#### **UK/EEA Residents – EU GDPR / UK GDPR**

Where the processing of your personal data is subject to UK GDPR and/or EU GDPR (notably in case of JC with RALE/Chapter), the following additional information is provided regarding your privacy rights.

As stated above in this Privacy Notice, YPO, Inc is a Global Organization. As such, YPO may transfer Personal Information from the EEA or the UK to the United States and other countries, including Personal Information we receive from individuals residing in the EEA or the UK who visit our Sites or use our Services. The term Personal Information used in this Privacy Notice is intended to be equivalent to the term "personal data" under applicable European and UK data protection laws for individuals located in the EEA or the UK.

When YPO, Inc engages in such transfers of Personal Information, it relies on:

- **Adequacy Decisions, as adopted by The European Commission and UK Secretary of State**
- **Standard Contractual Clauses as issued by The European Commission and Information Commissioner's Office (ICO)**

The European Commission and the ICO have determined that the above Standard Contractual Clauses may provide sufficient safeguards to protect personal data transferred outside the EEA and the UK.

For more information, please follow the links provided here:

[https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/standard-contractual-clauses-scc\\_en](https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/standard-contractual-clauses-scc_en)

<https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr/international-data-transfer-agreement-and-guidance/>

### **California Residents - California Consumer Privacy Act (CCPA)**

YPO, Inc. is a Non-Profit, New York, USA Corporation. CCPA exempts non-profits from certain requirements under the Act. Likewise, Joint Controllers as defined in this Notice that are domiciled in California, are also Non-Profit Corporations. However, in application of our Universal Data Privacy Rights, please note that California residents are afforded the same rights described above.

### **Securing Your Personal Information**

To protect your Personal Information against accidental or unlawful destruction, loss, alteration, unauthorized disclosure, or access, we use appropriate technologies and processes such as encryption, access control procedures, network firewalls, physical security and other measures. Only authorized individuals carrying out permitted business functions and having been duly trained on the data protection matters are allowed to access Personal Information to which access is rendered necessary.

Individuals who violate our privacy access policies may be subject to disciplinary actions, including termination when appropriate.

To provide you with some Services, we may require you to use a confidential password to protect your membership account from unauthorized access by others. **You are responsible for maintaining the secrecy of your confidential password and account information, and for controlling access to your communications on the Sites/Services at all times.** If you do allow others, including family or household members, to access YPO members-only Services through your personal password or to use your membership account number, please understand that you are responsible for the actions of those individuals.

Please note that emails, instant messaging, and similar means of communication with other members are not encrypted, and we advise you not to communicate any confidential information through these means.

### **Minors**

YPO Sites and Services are not intended for users below the age of 16 years, or equivalent minimum age in the relevant jurisdiction. If you are younger than 16 or the equivalent minimum age in the relevant jurisdiction, you cannot use these Sites or Services without your legal representative or parents' specific authorization.

### **Changes To This Privacy Notice**

This Privacy Notice describes the types of information we currently collect, and the ways we use and protect that information. If you are uncomfortable with our policies and practices regarding Personal Information, please do not provide any Personal Information to us through the Sites. This Privacy Notice was last updated May 1, 2023.

From time to time, where permitted or required by applicable law, we may collect different types of information and use that information in different ways for example, when we add features or Services to the Sites or to reflect a change in our legal obligations. In these cases, we will provide you with appropriate information, either via the Sites or our Privacy Notice.

Consequently, we may edit this Privacy Notice to explain our new practices or changes thereto. If we make significant changes in our practices or to this Privacy Notice, we will include announcements on the Sites' home pages. If you object to any changes, you may delete your account by contacting us. By continuing to use the Sites thirty (30) days after notice of changes has been sent to you or published on the site, you will provide implied consent to the changes and agree to be bound by them.

### Contact Information

To exercise any of your Rights described in this Notice or should you have any questions or comments about your Personal Information or this Privacy Notice, please send an email to [dataprivacy@ypo.org](mailto:dataprivacy@ypo.org). We will do our best to investigate any question you may have and respond promptly to your concerns.

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