

PRIVACY STATEMENT

The Executive Leadership Council, Inc. (“The Executive Leadership Council” or “ELC”) is concerned about your privacy and wants you to be familiar with how we process information about you that we collect. This Privacy Statement applies to all of the following: 1) ELC’s website, which is located at www.elcinfo.com (including subdomains thereof), as well as all applications, including a mobile application, based on ELC’s website that are operated by ELC (“we,” “us” or “our”) (each of such website and applications, a “Website”), 2) any social media accounts administered by us including those located on Facebook, Instagram, LinkedIn, Twitter and YouTube, and 3) any other website that links to this Privacy Statement (each, a “Site”) and collectively, the “Sites”), as well as information collected via offline methods where the information is combined with information collected through the Sites. By providing Personal Information to us, you agree to the terms and conditions of this Privacy Statement.

We reserve the right at any time to modify, alter, or update this Privacy Statement in our sole and absolute discretion. Any changes will be posted, and will only apply to activities and information on a going forward, not retroactive basis. You are encouraged to review the Privacy Statement whenever you visit our Sites to make sure that you understand how any Personal Information you provide will be used.

This Privacy Statement was last revised in May of 2018. ELC can be contacted at elcinfo@elcinfo.com.

PERSONAL INFORMATION WE COLLECT.

“Personal Information” is information that identifies you as an individual, such as your name, job title, postal address, telephone number, email address, employer, gender, race, photograph, and, in some cases, credit card information. We may combine your Personal Information with other information that we have collected from you, whether on-line or off-line, including, for example, information about your registration for ELC programs. We treat the combined information as Personal Information.

When you interact with us through the Site, we may collect information from you as described below.

a. Information you provide

We collect Personal Information that you knowingly choose to submit through the Site in order to benefit from specified features or to participate in certain activities, such as information that you knowingly provide when you contact us through the “Contact Us” portion of the Site or when you create an account on the Site or when you sign up for an email newsletter. For example, if you register for an Executive Leadership Council event, you may provide us with information such as your name, telephone number, and email address. If you apply for a job with The Executive Leadership Council, you may submit your resume, employment information or other information through the Site. You may also choose to submit your profile and contact information, as well as your profile, to our Membership Directory.

We may combine information you submit through the Site with other information we have collected from you, whether on-line or off-line. We treat the combined information in accordance with this Privacy Statement.

b. Special Categories of Information

The laws in some jurisdictions may require special protection when an organization collects data regarding race, ethnicity or other sensitive information. In those cases where we may request or invite you to provide the foregoing information, we will only do so with your express consent, in accordance with applicable data protection law requirements.

c. Location Information

Any comment system on the Site may utilize an opt-in Geolocation service in accordance with a prevailing community standard such as HTML 5. Such Geolocation opt-in ability is managed by the user's browser settings. If a user chooses to opt-in to the Geolocation service, the user's comments may be associated with the user's location, both internally within The Executive Leadership Council and publicly on the Sites.

d. Passive Information Collection, Use, and Choices

Also, as you navigate the Site, certain Personal Information may be passively collected, meaning it is gathered without your actively providing it. This is done using the following techniques in the following ways:

- *IP Addresses and Device Data:* An IP address is a unique identifier that certain electronic devices use to identify and communicate with each other on the Internet. When you visit our Site, we may view the IP address and other device data of the device you use to connect to the Internet. We use this information to determine the general physical location of the device and understand from what geographic regions our website visitors come. We also may use this information to enhance our Site.
- *Through your browser:* Certain information is collected by most browsers, such as your Media Access Control (MAC) address, computer type and operating system type and version screen resolution, and Internet browser type and version.
- *Social Media Widgets.* Our Site may include social media tools, including social media widgets or plug-ins, to connect you to your social media accounts. These features may set a cookie or use other automatic collection and tracking technologies to collect information about you and your use of the social media features through and in connection with our Site. These social media tools may be hosted by a third party. Your interactions with these tools and the corresponding social media platforms are governed by the privacy policies of the companies that provide such platforms.
- *Cookies:* Like many companies, our Site may use "cookies" to help make sure the Site is meeting the needs of its users and to help us make improvements. Cookies are bits of text that are placed on your computer's hard drive when you visit certain websites. We may use cookies set by us on the Site to tell us, for example, whether you have visited us before or if you are a new visitor. We use third-party cookies set by our service provider, Google Analytics, to collect information about how visitors use the Site, including how long you spend on each page, and how you got to the Site. We do not use data collected by cookies to identify who you are. We do not allow Google to use or share our analytics data. You can visit <https://www.google.com/analytics/learn/privacy.html> to learn more about Google Analytics' use of cookies. Specifically, Google Analytics uses the following cookies if you use the Site:

Cookie name: gtag.js

Cookie type: Session cookie

This cookie is used to understand user behavior and to improve the information about ELC and its programs and activities provided to the user.

You can refuse our use of some or all cookies by turning off the use of cookies in your web browser. If you use your browser settings to block all types of cookies you may not be able to access all or parts of our Site or functionality may be limited. You can visit <https://tools.google.com/dlpage/gaoptout> for information on how to opt out of Google Analytics cookies.

You can set your browser to notify you before you receive a cookie, giving you the chance to decide whether to accept it. You can also set your browser to turn off cookies.

Changing your internet browser settings can prevent the use of cookies. Each browser has a different procedure for disabling the use of cookies. The Help function within your browser should tell you how. Alternatively, you may visit <http://www.aboutcookies.org> where you can review information on how to control cookies on a variety of browsers. You will also find details of how to delete cookies from your computer and other general information about cookies.

We do not track your behavior across third party websites. Our Site currently does not respond to “Do Not Track” (DNT) signals and we operate as described in this Privacy Statement whether or not a DNT signal is received, as there is no consistent industry standard for compliance.

e. Information About Minors

The Site is not intended for persons under the age of 18. We do not knowingly collect Personal Information online from persons in this age group. We reserve the right to delete any information identified as having been provided by such persons at our discretion.

HOW WE USE PERSONAL INFORMATION

As we operate globally, we may collect Personal Information outside the United States and transfer it from other countries to the United States, either for use within ELC or for use by third parties providing service to us. By using the Site, you hereby knowingly and expressly consent to the collection, storage, transfer, and usage of your Personal Information in and to the United States and to other countries for the uses described in this Privacy Statement.

We may use your Personal Information:

- to respond to your inquiries and fulfill your requests.
- to send you important information regarding our relationship with you or regarding the Sites, changes to our terms, conditions, and policies and/or other administrative information.
- to complete and fulfill your registration for an event and to communicate with you regarding the event.
- to manage our Membership Directory (defined below).
- to send you newsletters and other communications to which you subscribe.
- to personalize your experience on the Sites by presenting information tailored to you.
- to allow you to participate in surveys.
- to administer blogs, chat, and other social media on our Sites.
- to allow you to send messages to another member through a Site.
- for our business purposes, such as data analysis, audits, developing new offerings, enhancing our Sites, improving our services, identifying Site usage trends, and determining the effectiveness of our promotional campaigns.
- as we believe to be necessary or appropriate: (a) under applicable law, including laws outside your country of residence; (b) to comply with legal process; (c) to respond to requests from public and government authorities, including public and government authorities outside your country of

residence; (d) to enforce our terms and conditions; (e) to protect our operations or those of any of our affiliates; (f) to protect our rights, privacy, safety or property, and/or that of our affiliates, you, or others; and (g) to allow us to pursue available remedies or limit the damages that we may sustain.

- for any other purpose specified at the point of collection.

DISCLOSURE OF PERSONAL INFORMATION

Your Personal Information may be disclosed for the following purposes:

- to our agents, representatives, contractors, and service providers so they can provide us with support services.
- if you are an ELC member, your name, title, address, telephone number, and email address, will be included in The Executive Leadership Council's Membership Directory, which will be shared with other members or third parties conducting a search for Board members or other positions, as described in the "Membership Directory" section of this Privacy Statement.
- by you, on message boards, chat, profile pages, blogs, and other services to which you are able to post information and materials on the Sites. Please note that any information you post or disclose through these services will become public information and may be available to visitors to the Sites and to the general public.
- to a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).
- to promote our services, and the services of our affiliates; and
- for our business purposes, such as data analysis, audits, recordkeeping, developing new products or services, enhancing the Site, improving our services, identifying Site usage trends, personalizing your experience on the Site, and determining the effectiveness of our fundraising campaigns.
- as we believe to be necessary or appropriate: (a) under applicable law, including laws outside your country of residence; (b) to comply with legal process; (c) to respond to requests from public and government authorities, including public and government authorities outside your country of residence; (d) to enforce our terms and conditions; (e) to protect our operations; (f) to protect our rights, privacy, safety, or property, and/or that of our affiliates, you, or others; and (g) to allow us to pursue available remedies or limit the damages that we may sustain.
- otherwise, with your consent.

DATA COLLECTED IN RESPONSE TO A SURVEY

If you respond to a research survey posted on the Site, we collect your responses (which are defined as "Data"), and store the Data ourselves or use a third party to do so. We may use the Data in an aggregate, non-personally identifiable fashion for analysis, research, and incorporation into published reports. We may also use Data in a personally identifiable manner to formulate future surveys or research projects, or to identify individuals to invite to future surveys.

MEMBERSHIP DIRECTORY

Personal Information submitted by members of The Executive Leadership Council, including name, title, address, telephone number, employment information, and email address, will be included in The Executive Leadership Council's Membership Directory, which will be shared with other members, including members who may be located in other countries. The Executive Leadership Council has

provided guidance on the terms of use of such information by other members, but has no control over, and is not responsible for, any use or disclosure of member information contained in the Membership Directory. If at any time you wish to update or remove your Personal Information contained in the Membership Directory, you may contact The Executive Leadership Council using the contact information provided at the beginning of this Privacy Statement.

LINKS TO THIRD PARTY SITES

The Site may contain links to other Web sites for the convenience of users in locating information, products, or services that may be of interest. If you access a third party website from a link on this Site, any information you disclose on that website is not subject to this Privacy Statement. It is possible that these links may be used by third parties or others to collect personal or other information about you. The Executive Leadership Council is not responsible for the privacy practices of such websites, advertisers, or third parties or the content of such websites and it is your sole obligation to review and understand the privacy practices and policies of these other websites. The Executive Leadership Council does not control these third parties' use of cookies, collection of information, or how they manage such information. It is solely your obligation to review and understand the privacy practices and policies of these other websites, advertisers and any third parties.

WHERE YOUR INFORMATION IS PROCESSED

The Executive Leadership Council is based in the United States. No matter where you are located, you consent to the processing and transfer of your Personal Information in and to the United States and other countries. The laws of the United States and other countries governing data protection may not be as comprehensive or as protective as the laws in the country where you live.

SECURITY

The Executive Leadership Council will take reasonable steps to protect the information collected and provided via the Site from loss, misuse, and unauthorized access, disclosure, alteration, or destruction. However, you should understand that no transmission over the Internet is ever fully secure. Also, The Executive Leadership Council uses reasonable efforts to ensure that the Site is generally available. However, there will be occasions when access to the Site will be interrupted or unavailable. The Executive Leadership Council will use reasonable efforts to minimize such disruption where it is within its reasonable control. You agree that The Executive Leadership Council shall not be liable to you for any modification, suspension or discontinuance of the Site.

DATA RETENTION

We generally retain Personal Information for so long as it may be relevant for the purposes identified in this Privacy Statement or at the time the information is collected, unless a longer period of time is required by law.

LAWFUL BASES FOR PROCESSING YOUR PERSONAL INFORMATION

The laws in some countries require us to tell you about the lawful grounds we rely on to collect, use, disclose, and otherwise process your Personal Information. To the extent those laws apply, our lawful bases for processing your Personal Information are:

- i. To perform a service for you: We may process Personal Information to include you in our Membership Directory and facilitating events and offers of interest to our members and those looking to locate job candidates.
- ii. To enter into and perform a contract with you: We may process Personal Information to meet our contractual obligations to our users, or to take steps in anticipation of entering into a contract. For example, we process Personal Information on this basis to create an account.
- iii. To comply with a legal obligation: We need to use and disclose Personal Information in certain ways to comply with our legal obligations.
- iv. For our legitimate interests, where those interests are not overridden by your fundamental rights and freedoms: In many cases, we handle Personal Information because it furthers our legitimate business and charitable interests. This includes:
 - Providing a safe user experience on our Site;
 - Customer service;
 - Sending communications to you to let you know about information you have told us is important to you;
 - Protecting users, our workers, and our property;
 - Analyzing and improving our operations (e.g., optimizing the design and operation of our Site);
 - Preparing our Membership Directory; and
 - Managing legal issues.
- v. With your consent: Where permitted by law, we handle Personal Information on the basis of your implied or express consent.

Also, this Privacy Statement is issued on behalf of The Executive Leadership Council as controller of your Personal Information under applicable data protection laws. A “controller” is the person or organization who alone or jointly determines the purposes for which, and the manner in which, any Personal Information is, or is likely to be, processed.

YOUR DATA RIGHTS AND CHOICES

Registered users can update their profile information on the Site by logging into the Site, clicking on your profile, and going to the member profile tab. Although we will remove your information from our Membership Directory going forward, we may not be able to remove your information from Membership Directories that have already been distributed. You can unsubscribe from certain emails by clicking on the “unsubscribe” link they contain. You can opt-out of the use of certain cookie-related processing by following the instructions above (Passive Information Collection, Use, and Choices).

The laws in some countries may give you particular rights with respect to your Personal Information, including the right to access the Personal Information that we maintain, and the right to object to certain processing of Personal Information by The Executive Leadership Council. If you would like to submit a data access, correction, restriction, or deletion request, or if you would like to object to certain processing, you can do so by contacting us by email at elcinfo@elcinfo.com and we will process such request with

respect to any Personal Information that we are able to link to you individually based on the information that you can provide to us. These rights and options that you have with respect to Personal Information are subject to limitations and exceptions under applicable law. In addition to those rights, if you live in certain jurisdictions, you have the right to submit a complaint to your relevant supervisory authority. However, we encourage you to contact us first by emailing elcinfo@elcinfo.com and we will try to resolve your concerns.

RIGHT TO CHANGE PRIVACY STATEMENT

The Executive Leadership Council reserves the right at any time to modify, alter, or update this Privacy Statement. Your use of the Site following any changes means that you agree to follow and be bound by the Privacy Statement as changed, subject to limitations under applicable law. Any change to this Privacy Statement shall be effective as to any user who has visited the Site before the change was made. Please review this policy periodically, and especially before you provide any Personal Information to us. The Privacy Statement was last updated on the date indicated above.

CONTACTING US

If you have any questions, concerns or comments about our Privacy Statement, you may contact us using the information below:

By e-mail: elcinfo@elcinfo.com

By written correspondence:

The Executive Leadership Council
1301 K Street, N.W., Suite 210 - West
Washington, D.C. 20005

By phone: 703-706-5200