



Privacy Policy

Overview

Your privacy is very important to CareAsOne, a CA Nonprofit Corporation ("CareAsOne," "we," and/or "us"). We are dedicated to the responsible collection, use, maintenance and disclosure of personal information and are committed to comply with applicable privacy rules and regulations. This Privacy Policy explains how we collect, use, and share information collected from including its domain and subdomains as well as any software, platform, or application owned or licensed by CareAsOne (collectively, the "Services").

In addition to the activities described in this Privacy Policy, we process information provided by our customers when they use our Services. Our customers use our Services to run their businesses and provide Services to their end users, which involves collecting information about their end users. To understand how a customer uses information about you, please refer to the customer's privacy policy.

This Privacy Policy is incorporated into and subject to the **Terms of Use** and any terms of any subscription or user agreement entered by you (by accepting a click-wrap agreement or otherwise) for availing the Services ("User Agreement").

Although this Privacy Policy may seem long, we have prepared a detailed policy because we believe you should know about CareAsOne's practices so that you can make informed decisions.

Information We Collect

When you use our Services, we collect and store information from and about you and your devices. We strive to provide a safe, efficient, smooth and customized experience to provide services and features that meet your needs, and to customize our Services to improve your experience.

Information You Provide To Us

To fully use our Services, you will need to register using our online registration form, where you may be required to provide us with your name, date of birth, contact number, email id, user id, password, residence/place of business information, designation, organization details, billing information, shipping information, bank account details and other information as indicated on the forms throughout the Services. Where possible, we make efforts to indicate which fields are required and which fields are optional. If you do not provide information when requested, you may not be able to use a particular service or feature on the

Services if that information is necessary to provide you with the service or if we are legally required to collect it.

If you place orders or make payments, we will collect that payment card information or a third-party service provider that handles payments for us will receive your payment card information.

If you choose to bid, buy or sell on the Services, we collect information about your bidding, buying and selling behavior. We also collect other users' comments about you in our feedback area.

If you choose to post messages on our message boards or other message areas or leave feedback for other users, we will collect that information you upload or post on the Services.

If you subscribe to our newsletter, download presentations, access podcast recordings or articles, we collect your email address. If you request reports or whitepapers, request a demo, or contact us, we ask you for your name, email address, organization, phone number, and any other information we collect. If you send us personal correspondence, such as emails or letters or otherwise communicate with us, or if other users or third parties send us correspondence about your activities or postings on the Services, we collect such information.

If you attend one of our networking events or conferences, we will collect your contact information, work profile, interests, and any other information that you choose to provide.

If you make inquiries concerning career opportunities or decide that you wish to apply for a job with us, you may submit your contact information and your resume online. We will collect the information you choose to provide on your resume, such as your education and employment experience. You may also apply through LinkedIn. If you do so, we will collect the information you make available to us on LinkedIn.

Information We Collect When You Use Our Services

We may automatically collect certain information about you based upon your use of our Services.

When you use our Services, we receive information about the device and software you use to access our Services, including internet protocol ("IP") address, web browser type, and operating system version.

To help us understand how you use our Services and to help us improve them, when you use our Services, we automatically receive information about your interactions with our Services, like the pages or other content you view, pages you request, the websites you visited before and after using our Services, and the dates, times, and duration of your visits.

When you use our Services, we infer the general physical location of your device and the geographic regions our Users come from using your IP address.

Information Obtained From Third Parties

If you register for our Services on another website, use a website providing a product or service from CareAsOne, or use a website that helps facilitate your activity on the Services, that website may provide

information about you and your transactions back to us. If you are using the Services as an end user of our customers, we may receive information about you from our customers who use the Services.

If you choose to submit comments, photos, or content to our pages on third-party platforms, such as Twitter, Facebook, YouTube, or LinkedIn, you may choose to include personal information. In such a case, we may receive information about you, including your profile photo, name, and other information you choose to provide. If you wish to limit the information available to us, you should visit the privacy settings of your third-party accounts to learn about your options.

We may receive additional information about you from other third parties, such as data or marketing partners and combine it with other information we have about you.

Information From Cookies

We and third-party partners use various technologies, which may include “cookies,” pixel tags, or similar technology, to gather information from users of our Services - such as pages visited and how often they are visited, and to enable certain features on the Services. “Cookies” are small text files that may be placed on your computer when you visit a website or click on a URL. Cookies may include “single-session cookies” which generally record information during only a single visit to a website and then are erased, and “persistent” cookies, which are generally stored on a computer unless or until they are deleted or are set to expire.

You may disable cookies and similar items by adjusting your browser preferences at any time; however, this may limit your ability to take advantage of all the features on the Services. We do not currently respond to web browser “Do Not Track” signals that provide a method to opt out of the collection of information about online activities over time and across third-party websites or online services because, among other reasons, there is no common definition of such signals and no accepted standard for how such signals should be interpreted.

How We Use Information We Collect

We use the information we collect through our Services:

- To facilitate the products and services you request;
- To provide, maintain, improve, and enhance our Services;
- To communicate with you, provide you with updates and other information relating to our Services, provide information that you request, respond to comments and questions, and otherwise provide customer support;
- To resolve disputes, troubleshoot problems, and help promote safe trading;
- To facilitate transactions and payments;

- For marketing purposes, such as to measure consumer interest in the products and services provided by us, develop and inform you about online and offline offers, products, services, and updates that may be useful, relevant, valuable or otherwise of interest to you;
- To customize your experience on our Services such as presenting tailored content;
- To detect and protect against error, fraud and other criminal activity, and respond to trust and safety issues that may arise;
- For compliance purposes, including to enforce our User Agreement, Terms of Use, or other legal rights, or as may be required by applicable laws and regulations or requested by any judicial process or governmental agency;
- To de-identify and aggregate information and use it for any lawful purpose; and
- For other purposes as otherwise described to you at the time of collection.

How We Share the Information We Collect

We may share any information that you provide through the Services in the following circumstances.

Subsidiaries And Affiliates

We may share any information we receive with our subsidiaries and affiliates worldwide for any purposes described in this Privacy Policy.

Vendors And Service Providers

We may share any information we receive with third-party vendors and service providers who facilitate one or more aspects of the business, product and service operations that we provide to you through the Services (e.g., search technology, discussion boards, bill collection, affiliate and rewards programs).

Analytics Partners

We use analytics services such as Inspectlet to collect and process certain analytics data. These services may also collection information about your use of other websites, apps, and online resources.

Advertising Partners

We work with third-party advertising partners to show you ads that we think may interest you. These advertising partners may set and access their own cookies, pixel tags and similar technologies on our Services and they may otherwise collect or have access to information about you which they may collect over time and across different online services. Some of our advertising partners are members of the Network Advertising Initiative (<http://optout.networkadvertising.org/?c=1#!/>) or the Digital Advertising Alliance (<http://optout.aboutads.info/?c=2&lang=EN>). If you do not wish to receive personalized ads, please visit their opt-out pages to learn about how you may opt out of receiving web-based personalized ads from member companies. You can access any settings offered by your mobile operating system to limit ad tracking, or you can install the AppChoices mobile app to learn more about how you may opt out of personalized ads in mobile apps.

Other Users

Any Information that you voluntarily choose to include on or through the Services, including information in a publicly accessible area of the Services (such as a public profile page) or information you share with or allow to be shared with other users, will be available to anyone who has access to that content, including other users. We are not responsible for privacy practices of the other users who will view and use the posted information.

Legal Requests

We cooperate with law enforcement and regulatory inquiries, as well as other third parties to enforce laws, such as intellectual property rights, fraud and other rights, to help protect you and the community from bad actors. Therefore, in response to a verified request by law enforcement or other government officials relating to a criminal investigation or alleged illegal activity and other legal process, we can (and you hereby authorize us to) disclose your name, city, state, telephone number, email address, user ID history, fraud complaints, and bidding and listing history without a subpoena. Further, we can (and you authorize us to) disclose information about you to protect your, our, or others' rights, property, or safety, including disclosing your name, street address, city, state, zip code/pin code, country, phone number, email, and company name to intellectual property owners under a confidentiality agreement, as we in our sole discretion believe necessary or appropriate in connection with an investigation of fraud, intellectual property infringement, piracy, or other unlawful activity.

Merger, Sale Of Business Or Other Asset Transfers

We may disclose and transfer information about you to service providers, advisors, potential transactional partners, or other third parties in connection with the consideration, negotiation, or completion of a corporate transaction in which we are acquired by or merged with another company or we sell, liquidate, or transfer all or a portion of our business or assets.

Consent

We may also disclose information from or about you or your devices with your permission.

Your Choices And Rights

Sharing Preferences

Our Services include areas and functionalities that allow users to initiate a discussion or share their knowledge and ideas or create other user-generated content for viewing by others (such as message boards, forums, customer reviews, chat rooms, blogs, etc.). We provide you with settings to allow you to set your sharing preferences for content you post to the Services. To change whether information is publicly viewable, you can adjust the settings in your account.

Marketing Communications

We may send electronic newsletters, notification of account status, and other communications, such as marketing communications, on a periodic basis to various individuals and organizations. We may also send email communications regarding topics such as general health benefits, website updates, health conditions, and general health topics. We offer you appropriate consent mechanisms, such as opt-out, for marketing and certain other communications. As examples, you may opt-out as provided for in a specific email communication or contact us as described below in the section “Contact Us.” Please be aware that opt-outs may not apply to certain types of administrative communications, such as account status, website updates, or other communications.

California Residents

If you are a California resident, please review the additional notice below for more information regarding your rights under California law.

California Resident Notice

This California Resident Privacy Notice supplements the information and disclosures contained in our Privacy Policy. It applies to individuals residing in California from whom we collect Personal Information as a business under California law.

For the purposes of this notice, “Personal Information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household, or as otherwise defined by the California Consumer

Privacy Act of 2018 (California Civil Code §§ 1798.100 to 1798.199) and its implementing regulations, as amended or superseded from time to time (“CCPA”).

Personal Information does not include information that is:

- Lawfully made available from government records.
- Deidentified or aggregated.
- Otherwise excluded from the scope of the CCPA.

The chart below provides the categories of Personal Information we have collected, disclosed for a business purpose, sold, or used for business or commercial purposes in the preceding 12 months since this notice was last updated. The examples of Personal Information provided for each category may not reflect all of the specific types of Personal Information associated with each category.

Category	We Collect	We Disclose	We Sell
<p>A. Identifiers</p> <p><i>Examples:</i> Name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, account name, or other similar identifiers.</p>	Yes	Yes	No
<p>B. Categories of Personal Information in Cal. Civ. Code Section 1798.80(e)</p> <p><i>Examples:</i> Name, address, telephone number, education, employment, employment history, bank account number, credit card number, debit card number, any other financial information, or medical information.</p>	Yes	Yes	No
<p>C. Characteristics of Protected Classifications under California or Federal Law</p> <p><i>Examples:</i> Race or color, ancestry or national origin, religion or creed, age (over 40), mental or physical disability, sex (including gender), sexual orientation, medical condition, genetic information, marital status, or military and veteran status.</p>	Yes	Yes	No
<p>D. Commercial Information</p> <p><i>Examples:</i> Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.</p>	Yes	Yes	No
<p>E. Internet or Other Electronic Network Activity Information</p>	Yes	Yes	No

<i>Examples:</i> Browsing history, search history, and information regarding a consumer’s interaction with an internet website, application or advertisement.			
F. Geolocation Data <i>Example:</i> Precise physical location.	No	N/A	N/A
G. Professional or employment-related information <i>Examples:</i> Job application or resume information, past and current job history, and job performance information.	Yes	Yes	No
H. Non-Public Education Information (as defined in 20 U.S.C. 1232g; 34 C.F.R. Part 99) <i>Examples:</i> Records that are directly related to a student maintained by an educational agency or institution or by a party acting for the agency or institution.	No	N/A	N/A
I. Inferences Drawn from Personal Information <i>Examples:</i> Consumer profiles reflecting a consumer’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	Yes	Yes	No

In the preceding twelve months, we have not sold any California resident’s Personal Information.

Use Of Personal Information

We collect, use, and disclose your Personal Information in accordance with the specific business and commercial purposes below:

- Providing our Services. To facilitate the products and services you request;
- Product Improvement. To undertake activities to verify or maintain the quality or safety of our Services, and to improve, upgrade, or enhance our Services;
- Communicating. To communicate with you, provide you with updates and other information relating to our Services, provide information that you request, respond to comments and questions, and otherwise provide customer support;
- Auditing Interactions. To resolve disputes, troubleshoot problems, and help promote safe trading;
- Debugging. To identify and repair errors that impair existing intended functionality;

- Facilitating Payments. To facilitate transactions and payments;
- Research. To undertake internal research for technological development and demonstration;
- Marketing. For marketing purposes, such as to measure consumer interest in the products and services provided by us, develop and inform you about online and offline offers, products, services, and updates that may be useful, relevant, valuable or otherwise of interest to you;
- Personalization. To customize your experience on our Services such as presenting tailored content;
- Fraud and Incident Prevention. To detect and protect against error, fraud and other criminal activity;
- Safety Issues. To respond to trust and safety issues that may arise;
- Compliance. For compliance purposes, including to enforce our User Agreement, Terms of Use, or other legal rights, or as may be required by applicable laws and regulations or requested by any judicial process or governmental agency;
- Transient Use. For short-term transient use;
- Contracting Vendors. Contracting with service providers to perform services on our behalf or on their behalf, including maintaining or servicing accounts, providing customer service, processing or fulfilling orders and transactions, verifying customer information, processing payments, providing financing, providing advertising or marketing services, providing analytic services, or providing similar services on behalf of the business or service provider;
- Processing on Behalf of Customers. To provide our Services to our business customers, on whose behalf we may process Personal Information;
- Enabling Transactions. To otherwise enable or effect, directly or indirectly, a commercial transaction;
- Deidentification and Aggregation. To de-identify and aggregate information and use it for any lawful purpose; and
- Notified Purpose. For other purposes for which we provide specific notice at the time the information is collected.

Collection Of Personal Information

In the preceding 12 months since this notice was last updated, we have collected Personal Information from the following categories of sources:

- You/Your devices. You or your devices directly;
- Users. Other users of our Services;
- Affiliates.

- Government. Government entities;
- Resellers. Consumer data resellers;
- Partners. Business partners; and
- Public Sources. Publicly accessible sources.

Disclosure Of Personal Information

We share your Personal Information to the following categories of third parties:

- ISPs. Internet service providers;
- Social Networks;
- Affiliates;
- Vendors. Vendors and service providers;
- Integrated Third Parties. Third parties integrated into our Services;
- Third Parties as Legally Required. Third parties as required by law and similar disclosures;
- Third Parties in Merger/Acquisition. Third parties in connection with a merger, sale, or asset transfer; and
- Third Parties with Consent. Other third parties for whom we have obtained your permission to disclose your Personal Information.

Your California Privacy Rights

If you are a California resident, you may exercise the following rights:

- Right to Know and Access. Subject to our ability to reasonably verify your identity in light of the information requested and pursuant to relevant CCPA requirements, limitations, and regulations, you may submit a verifiable request for information regarding the: (1) categories of Personal Information collected, sold, or disclosed by us; (2) purposes for which categories of Personal Information are collected or sold by us; (3) categories of sources from which we collect Personal Information; and (4) specific pieces of Personal Information we have collected about you during the past 12 months.
- Right to Delete. Subject to our ability to reasonably verify your identity in light of the information requested and pursuant to relevant CCPA requirements, limitations, and regulations, as well as subject to certain exceptions, you may submit a verifiable request that we delete Personal Information about you that we have collected.

- Right to Equal Service and Price. You have the right not to receive discriminatory treatment for the exercise of your CCPA privacy rights, subject to certain limitations.
- Shine the Light. You may request information once per calendar year about our disclosures of certain categories of Personal Information to third parties for their direct marketing purposes. Such requests must be submitted to us in writing using the How to Contact Us section below.

To exercise your rights under the CCPA, please contact us via our Contact Us section.

To authorize an agent to make a request to know, delete, or opt out on your behalf, please send a written authorization signed by you and the authorized agent to us via the Contact Us section below.

Children's Privacy

We do not knowingly collect, maintain, or use personal information from children under 13 years of age, and no part of our Services are directed to children. If you learn that a child has provided us with personal information in violation of this Privacy Policy, please alert us at contact@careasone.org.

Access or Update Information

To protect your privacy and security, we will verify your identity before granting access or making changes to your information. If you have registered your profile on CareAsOne, your CareAsOne ID and password are required in order to access or update your profile information through your profile settings.

Third Parties

Our Services may contain links to other websites, products, or services that we do not own or operate. We are not responsible for the privacy practices of these third parties. Please be aware that this Privacy Policy does not apply to your activities on these third-party services or any information you disclose to these third parties. We encourage you to read their privacy policies before providing any information to them.

Security

We make reasonable efforts to prevent unauthorized access, maintain data accuracy, and ensure correct use of information by employing reasonable security practices and procedures, including Internet security methods and technologies. However, as our Services are hosted electronically, we can make no guarantees as to the security or privacy of your information.

International Visitors

Our Services are hosted in the United States and intended for visitors located within the United States. If you choose to use our Services from the European Union or other regions of the world with laws governing data collection and use that may differ from U.S. law, then please note that you are transferring information from or about you or your devices outside of those regions to the United States for storage and processing. Also, we may transfer your data from the U.S. to other countries or regions in connection with storage and processing of data, fulfilling your requests, and operating the Services. By providing any information, including information from or about you or your devices, on or to the Services, you consent to such transfer, storage, and processing.

Your Consent

By using our Services and/ or by providing your information, you consent to the collection and use of the information you disclose on the Services by CareAsOne in accordance with this Privacy Policy. If you do not agree, please do not use or access our Services.

Effective Date

The effective date of this Privacy Policy is **September 21, 2020**.

Changes to this Privacy Policy

We may change this Privacy Policy and will post any changes on this page. The revised version will be effective when it is posted. We will also provide appropriate notice and choices to you, through the Services, by email, or other communication, if we materially change the ways in which we use or share personal information previously collected from you through the Services. You may also visit this Privacy Policy to learn of any updates.

Contact Us

At CareAsOne, we welcome your questions and comments regarding this Privacy Policy. You may contact CareAsOne at contact@careasone.org or write to us at our offices at Suite 1829, Floor 18, 535 Mission St., San Francisco, CA 94105.