



Career Management Strategies LLC Privacy Policy, effective March 13, 2024:

The following Privacy Policy governs the online information collection practices of Career Management Strategies LLC (“Company,” “We/us/our”) and outlines the types of information we gather about you while you are using www.careermanagementstrategies.com, and the ways in which we use this information. This Privacy Policy does not apply to any information you may provide to us, or that we may collect offline and/or through other means (for example at a live program, via zoom/telephone, or through email).

Please read this Privacy Policy carefully. By visiting and using our website you agree that your use of our website, and any dispute over privacy, is governed by this Privacy Policy. Because the web is an evolving medium, we may need to modify our Privacy Policy at some point in the future, in which case we’ll post the changes to this Privacy Policy on this website and update the effective date of the policy to reflect the date of the changes. By continuing to use the Website after we post any such changes, you accept the Privacy Policy as modified and posted in place on this website www.careermanagementstrategies.com.

Career Management Strategies LLC seeks to offer its visitors the many advantages of Internet technology and to provide an interactive and personalized experience. We may use Personally Identifiable Information (your name, e-mail address, street address, telephone number) subject to the terms of this privacy policy. We will **never** sell, barter, or rent your email address to any unauthorized third party.

COMPLYING WITH THE LAW

We may disclose your information to third parties if we determine that such disclosure is reasonably necessary to comply with the law, protect our rights or prevent fraud or abuse of our website or our users. When we receive law enforcement or national security requests for information, we strongly believe in privacy and transparency. When legally permitted, we provide our users with notice that their information is being requested. This notice is provided so that you could challenge such requests.

WHAT INFORMATION DO WE COLLECT?

We collect information from you when you register on our website, place an order, subscribe to our newsletter/blog, respond to a survey, or fill out a form. When ordering or registering on our website, as appropriate, you may be asked to enter your: name, e-mail address, mailing address, phone number or credit card information. You may, however, visit our website anonymously.

WHAT DO WE USE YOUR INFORMATION FOR?

Any of the information we collect from you may be used in one of the following ways: to personalize your experience, to improve our website, to improve customer service, to process transactions, to administer a contest, promotion, survey, or other website feature, and to send periodic emails. Your information, whether public or private, will not be sold, exchanged, transferred, or given to any other company for any reason whatsoever, without your consent, other than for the express purpose of delivering the purchased product or service requested. If, at any time, you would like to unsubscribe from receiving future emails, we include detailed unsubscribe instructions at the bottom of each email.

DO WE DISCLOSE ANY INFORMATION TO OUTSIDE PARTIES?

We do not sell, trade, or otherwise transfer to outside parties your personally identifiable information. We may release your information if/when we are required to comply by law, enforce our website policies, or protect ours or others' rights, property, or safety.

HOW DO WE STORE YOUR INFORMATION?

Any credit card information used to purchase products or services on our website is not stored on www.careermanagementstrategies.com, but instead on third-party websites used to process transactions. Your information collected for subscription to our newsletter is stored on a third-party vendor's site and not on www.careermanagementstrategies.com. Once you subscribe to our newsletter, we store your information indefinitely if you are subscribed to the newsletter. Every two months, we will delete the personal data of individuals who have unsubscribed from the newsletter from our third-party vendor.

PRIVACY POLICIES OF THIRD-PARTY LINKS

Occasionally, at our discretion, we may include or offer third party programs, products, or services on our website. These third-party websites have separate and independent privacy policies. We, therefore, have no responsibility or liability for the content and activities of these linked sites, and thus we cannot be held liable for the information on their website or that you voluntarily share with their website. Nonetheless, we seek to protect the integrity of our website and we welcome any feedback about these websites. We do not seek to collect any information from anyone under 13 years of age. Our website is directed to people who are at least 13 years old or older.

BLOG

Career Management Strategies' website offers publicly accessible blogs. You should be aware that any information you provide in these areas may be read, collected, and used by others who access them.

ONLINE PRIVACY POLICY ONLY

This online privacy policy applies only to information collected through our website and not to information collected offline.

CHANGES TO THIS POLICY

The Company reserves the right to change this policy at any time. Please check this page periodically for changes. Your continued use of our website following the posting of changes to these terms will mean you accept those changes. Information collected prior to the time any change is posted will be used according to the rules and laws that applied at the time the information was collected.

CONTACTING US

If there are any questions regarding this privacy policy or the Terms and Conditions, you may contact us at wendy@careermanagementstrategies.com.