

PRIVACY POLICY

This privacy policy sets out how Shifts Happen Lighting the Way (“SH”) uses and protects any information that you provide SH. SH is devoted to ensuring that your privacy is protected. Should we ask you to provide certain information by which you can be identified when registering for our online gatherings, you can be assured that such information will only be used in accordance with this privacy statement. SH has a firm policy of protecting the confidentiality and security of information that we collect from our participants. We do not share your non-public personal information with unaffiliated third parties. Information is only shared with your consent except for the specific purposes below, in accordance with all applicable laws. Please read this policy carefully. It gives you important information about how we handle your personal information. SH reserves the right to change this policy at any time.

USE OF INFORMATION We limit the collection and use of non-public personal information to the minimum we believe is necessary to deliver superior service to you. Services can include emailing gathering notices and reminders and latest SH news.

WHAT WE COLLECT We obtain most non-public personal information directly from you at subscription or electronically when registering. We may obtain the following information: • First name, last name, email address, optional telephone numbers.

DISCLOSURE We do not disclose any kind of non-public personal information about our gathering participants except when we believe it necessary for the conduct of our business, or where disclosure is required by law. We will not make any disclosures of non-public personal information to other companies who may want to sell their products or services to you. We do not sell your information.

WHAT WE DO WITH THE INFORMATION WE GATHER We require this information to contact you via email to make you aware of scheduled meetings, reminders and latest Shift Happens news. We may use the information to customize our website to provide better service to you.

SECURITY We are committed to ensuring that your information is secure. In order to prevent unauthorized access or disclosure we have put in place suitable physical, electronic and managerial procedures to safeguard and secure the information we collect. In ensuring that your information is secure we utilize GoDaddy.com, a leading provider of websites, domains and hosting to small and medium-sized businesses. GoDaddy uses the SiteLock Firewall that provides award-winning protection against hackers leveraging protocol or application vulnerabilities to instigate data theft, denial of service or defacement of their Web site. Powerful, Complete Solution SiteLockl protects Web applications and Web services from malicious attacks, and can also increase the performance and scalability of these applications. SiteLock offers every capability needed to deliver, secure and manage enterprise Web applications from a single appliance through an intuitive, real-time user interface. • Single point of protection for inbound and outbound traffic for all Web applications • Protects Web sites and Web applications against application layer attacks • Delivers best practices security right out of the box • Monitors traffic and provides reports about attackers and attack attempts • Protection against common attacks • Outbound data theft protection • Web site cloaking • Granular policies • Secure HTTP traffic • SSL Offloading • SSL Acceleration • Load Balancing Controlling your personal information. We will not sell, distribute or lease your personal information to third parties.

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