

## **PRIVACY POLICY**

This Privacy Policy (the “Privacy Policy”) sets forth how the SEIU National Industry Pension Fund, SEIU Affiliates’ Officers and Employees Pension Fund, SEIU Affiliates’ Officers and Employees Pension Fund – Canada, Pension Plan for Employees of SEIU, Pension Plan for Employees of SEIU (Canadian Participants), SEIU Affiliates’ Officers and Employees Supplemental Retirement Savings 401(k) Plan, SEIU Supplemental Retirement Savings 401(k) Plan, and the SEIU Health and Welfare Fund (referred to collectively herein as “we,” or “us,” or “our”) collects, uses and protects the information of users (referred to herein as “you” or “user”) at this website, including any subdomains (the “Website”). By using or accessing the Websites, you agree to the practices and procedures described in this Privacy Policy and in the Website Terms of Use into which this Privacy Policy is incorporated. This Privacy Policy does not apply to data collected by any other means other than on or through the Website.

### **Information we collect about you**

We may collect personal information from and about our users, as well as information about users and their visits to the Website. This personal information that we collect or access about you helps us improve your experience with this Website by increasing the functionality of the Website, better tailor it to our users’ needs, and operate and administer the Website.

### **How we Use that Information:**

Our servers collect the browser type and IP address of all visitors to our Website. Our servers may also record the page that referred users to the Website (e.g., another web site or a search engine); the pages users visit on our Website; the web site users visit after leaving our Website; other information about the type of web browser, computer, platform, related software and settings users and their computers are using; any search terms users have entered on our Website or a referral site; and other web usage activity and data logged by our web servers. This “clickstream” data may be combined with other information about our users, including personal information.

Cookies are also used to track usage of this Website. Cookies are small files that are placed on your computer or mobile device that allows a website to store, and sometimes track, information about you and how you use that website. Information collected through cookies is used to administer, monitor and improve the Website. While the information collected through cookies generally does not, alone, constitute personal information, we may be able to connect that information to your personal information. Cookies can be blocked or removed through the use of browser settings.

### **How we may share your information with third parties**

We share users’ information collected via the Website with the following types of entities and in the following ways:

**Service Providers:** We may provide users' information to our third-party representatives and service providers such as server hosts, data management companies, address list hosting companies, and analytics companies (collectively, "Service Providers"), who may use such information on our behalf to facilitate the operation of the Website.

**Legal Disclosures:** We may disclose user information to government authorities, and to other third parties when compelled to do so by government authorities, at our discretion, or otherwise as required or permitted by law, including but not limited to in response to court orders and subpoenas. We also may disclose user information when we have reason to believe that someone is causing injury to or interference with our rights or property, other users of the Website, or anyone else that could be harmed by such activities.

**Website Usage and other Non-Personally Identifiable Information:** We may disclose web usage information and other non-personally identifiable information regarding our users and their behavior as a measure of interest in, and use of, our Website to third parties, including, for example, aggregate data, such as overall patterns or demographic reports that do not describe or identify any individual user.

## **Information Security**

While we try to protect the security and integrity of the personal information provided by our users via the Website, complete security is not always possible. We cannot guarantee that information, during transmission through the Internet or while stored on our systems or otherwise in our care, will be absolutely safe from unauthorized access or use.

## **Consent to this Privacy Policy**

By providing personal information to the Website, you consent to the collection, maintenance, processing and transfer of information.

## **Contact Us**

If you have any questions regarding this Privacy Policy, please contact us at: 800-458-1010.