

PRIVACY POLICY FOR WEBSITE

People Incorporated Respects Your Privacy

The purpose of this Policy is to explain the kinds of information People Incorporated collects from users and visitors to our Site and the mechanisms People has put in place to protect that information. This Policy applies to all visitors and users of our Website ("Site"). This Website Privacy Policy ("Policy") is part of the Website Terms of Use.

From time to time, we may change the Privacy Policy to accommodate changes to our products, services and companies, new technologies or industry practices, updated regulatory requirements, or for other purposes. We will provide notice to you, as described below, if these changes are material.

Notice may be sent to you by email to the last email address you provided, by posting notice of the change on our website, or by other communication channels. We reserve the right to determine the form and means of providing notifications to you, consistent with applicable law.

By using the Site, you are consenting to our collecting, using, and disclosing your information as described in this Policy. **Please read this Policy carefully and do not continue to use this Site if you do not agree with the Policy.**

Information Collected

We collect Health Information. "Health information" is information that identifies you as a current or former client of People Incorporated that relates to your health and the services that you are receiving, payment, and insurance coverage for those services. To the extent that the information you provide is protected health information (phi), the privacy of this information is governed by our Notice of Privacy Practices.

People Incorporated collects Personal Information. "Personal information" is information that can be used to identify you including, but not limited to, your name, date of birth, address, phone number, email address, and Feedback that you have provided on our Site. "Feedback" refers to content that you post on or through this Site. We collect Personal Information on this Site only if you provide it to us and use it in accordance with this Policy.

We maintain a variety of physical, electronic, and procedural safeguards designed to protect your Health Information and Personal Information and prevent unauthorized access to information we control. We periodically review these safeguards and update them as appropriate. However, People cannot and does not guarantee the confidentiality or security of information you send to us via the Internet or by email.

People Incorporated uses Personal Information for the following purposes:

- Quality assurance to improve our products, services, and the functionality of this Site.
- Payment for services
- To provide a product or service that you have requested.
- To promote our products or services to you.
- To send information that you have requested.
- To contact you with information and notices regarding your use of this Site.

PEOPLE INCORPORATED

MENTAL HEALTH SERVICES

People Incorporated will not share Personal Information with any third party without consent, except when such disclosure is necessary to comply with a subpoena, court or administrative order, law, rule, regulation, or similar requirement that we believe in good faith legally obligates us to share it. People Incorporated does not sell, rent, or trade your Personal Information to others without your prior consent, unless People Incorporated is legally obligated to do so. However, third-party vendors who assist People Incorporated in carrying out any of the purposes described above may have access to Personal Information while they are assisting People Incorporated in accomplishing these purposes, but such access shall only be limited to the nature and duration of the service the vendor is providing to People Incorporated, and such third-party vendors are prohibited from copying, retaining, or otherwise using such Personal Information outside the scope of the service being carried out on behalf of People Incorporated.

Children's Privacy

You must be at least 13 years old to use this Site. People does not knowingly collect Personal Information from users under the age of 13. If you are under the age of 13, you may only use this Site with your parent or guardian's permission.

External Links

This Site may provide links to other websites offered by third parties that are not owned or operated by People Incorporated. These links are provided for your reference and convenience only and do not imply any endorsement of the products sold or information provided through these websites, nor any association with their operators. Our Privacy Policy applies only to this Site. People Incorporated is not responsible for and does not control the privacy practices of any third party websites. We encourage you to review the Privacy Policy on any third party website before using the site or sharing personal information.

Use of Cookies

People Incorporated collects information about visitors to our Site using "cookies," which helps us improve use of our site and may inform our marketing efforts. A cookie is not considered Personal Information, because it identifies the computer used to access the Site, not the individual user. A cookie sends its information automatically through your web browser, and collects information such as browser type; whether you have previously visited our site; whether your visit is a new visit; how much time you spend on our site; what pages you viewed; and how you reached our Site. There are a variety of options available to opt-out of cookies. Please be aware that disabling cookies may limit your ability to access some features on our Site.

Contact Information

All questions and concerns about your privacy may be sent to legalandcompliance@peopleincorporated.org or by mail to:

Attn: Legal and Compliance
People Incorporated
3000 Ames Crossing Road, Suite 600
Eagan, MN 55121