

# WEBSITE TERMS AND CONDITIONS

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*Effective as of May 31, 2024*

## Welcome to People Incorporated's Website ("Site")

By visiting or using this Site, you are agreeing to the Terms of Use ("Terms"). The Terms apply to this Site and are in effect as of the date shown above. Please read these Terms carefully before using the Site. If you do not agree to these Terms, you may not visit or use this Site.

## Acceptance of Our Privacy Policy

Please read our Privacy Policy and Notice of Privacy Practices before using the Site. By agreeing to the Terms of the Site, you are also agreeing to the terms of our Site's Privacy Policy and our Notice of Privacy Practices. Any personal information or protected health information you provide to us as a result of your using this Site will be handled in accordance with those documents.

## Ownership of Site and Reservation of Rights

This Site is owned and operated by People Incorporated. People Incorporated reserves all rights to the Site including the right to change or discontinue this Site without prior notice.

## Termination of Use and Changes in Terms

People Incorporated may, in its sole discretion, terminate your access or use of the Site at any time. People Incorporated reserves the right to remove user-generated content that fails to conform with these Terms, and edit or delete, in whole or in part, any user-generated content posted on this Site, regardless of whether such content violates these Terms.

People Incorporated reserves the right to change these Terms at any time. Any change is effective as of the date at the top of this Terms page. If you use the Site after a change is posted, you are considered to have accepted the change, which is why it is important to periodically review the Terms.

## Consent to Other Agreements

In order to use password-protected areas of this Site, you may have to agree to additional rules or other conditions. In such cases, we may ask you to expressly consent to those additional rules or conditions by checking a box or clicking an "I agree" or similar button (i.e. click-through agreement).

If you sign up for any password-protected area of this Site, you must keep your log-in credentials confidential and you may not share them with others. You will be responsible for anything another person does while using your log-in credentials.

## No Medical Advice

The information we provide on this Site is intended for personal, educational, and non-commercial purposes. *It is not intended to be medical advice to you or any other person.* You should always consult with your own medical provider about your health and medical questions and never rely on this or any other website alone to make medical decisions. Never delay seeking medical advice or disregard any medical advice you have received from your provider because of anything you read on this Site.

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Under the terms of the Digital Millennium Copyright Act (DMCA), you may send notice to our "Designated Agent" if you reasonably believe that content on our Site infringes your copyright. People Incorporated treats all such notices seriously and will respond in accordance with the requirements of the DMCA.

A notice for this purpose must contain all of the following information: (1) A physical or electronic signature of a person authorized to act on behalf of the owner of the right that you believe is being infringed; (2) Identification of the copyrighted work that you believe is being infringed; (3) A description of the Content that you believe is infringing and should be removed; (4) Enough information so that we can contact you, including your name, address, and telephone number and email address (or both); (5) A statement that you believe in good faith that use of the material in the manner complained about is not authorized by the copyright owner, its agent, or the law; and (6) A statement that the information in your notice is accurate and, under the penalty of perjury, that the complaining party is authorized to act on behalf of the owner of an exclusive right that is allegedly infringed.

Notice may be sent to our Designated Agent at the below address:

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

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## Governing Law

People Incorporated and this Site reside in the State of Minnesota. People does not consent or submit to the personal jurisdiction of any state or federal courts in the United States except for the State of Minnesota. By visiting or using our Site, you are agreeing that any claim or action arising directly or indirectly from the use of the Site will

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be construed in all respects under the laws of the State of Minnesota, exclusive of its choice of law or conflict of laws provisions.

## Contact Information

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

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