

Privacy Policy

Effective January 1st 2024

General Terms

Introduction

This Privacy Policy ("Policy") outlines the data security and privacy practices of Consulting IQ Interactive Corp ("we," "us," or "our") concerning the collection, use, disclosure, and protection of client-sensitive information on our software platform (the "Platform"). We are committed to safeguarding the privacy and security of your data and adhere to industry-standard practices and regulatory requirements.

Definitions

Client-Sensitive Information: Any data provided by clients, including but not limited to personal, financial, or business-related information.

Data Security

3.1. Encryption Standards

We implement industry-standard encryption protocols, including but not limited to the following:

- **AES-256:** Advanced Encryption Standard with a 256-bit key length.
- **TLS/SSL:** Transport Layer Security/Secure Sockets Layer for secure data transmission.
- **RSA:** Rivest–Shamir–Adleman encryption for secure data exchanges.

3.2. Data Access Controls

Access to client-sensitive information is restricted to authorized personnel only.

Access controls and authentication mechanisms are employed to ensure proper user authorization.

3.3. Data Storage

Client-sensitive information is stored in secure data centers and cloud environments compliant with industry standards.

Data retention policies are in place to manage data lifecycle.

3.4. Incident Response

We maintain an incident response plan to address data breaches promptly.

Affected parties will be notified as required by law and regulations.

Regulatory Compliance

4.1. General Data Protection Regulation (GDPR)

If applicable, we adhere to GDPR principles, including but not limited to the following:

Data subject rights, including the right to access, rectification, erasure, and data portability.

Data protection impact assessments (DPIA) and data protection officers (DPO) if required.

Cross-border data transfer mechanisms.

4.2. California Consumer Privacy Act (CCPA)

If applicable, we comply with CCPA requirements, including but not limited to the following: Consumer rights to access, delete, and opt-out of data sharing. Mandatory notices and disclosures to California residents.

4.3. Other Regional Regulations

We also adhere to data protection laws specific to regions like Canada (PIPEDA), Latin America, Europe (e.g., ePrivacy Directive), and Asia.

Data Usage

Purpose: Client-sensitive information is collected and processed solely for the purpose for which it was provided.

- **Use of Business Information**

We respect the importance of your business information and are committed to maintaining its confidentiality and security. We explicitly state that we do not engage in, nor do we authorize, the sale, sharing, or disclosure of your business information to third parties for any purpose, including marketing, without your explicit consent.

- **Research and Training**

We may, however, utilize your business information for legitimate research and training purposes, with the sole objective of enhancing the functionality and performance of our platform. This may involve analyzing data to identify trends, resolve issues, or optimize features for the benefit of our users.

- **Client-Specific Access**

We assure you that your uploaded business information will only be accessible to you, or to individuals expressly authorized by you, within the confines of our platform. Under no circumstances do we access or utilize your data for any purpose beyond fulfilling the services you have requested.

- **Data Confidentiality**

We employ robust security measures, including encryption standards and strict access controls, to protect the confidentiality of your business information. These measures are designed to prevent unauthorized access, disclosure, or any compromise of your data.

- **Data Ownership**

You maintain complete ownership and control over your business information. We do not assert any ownership rights or claims over the data you upload to our platform.

- **Data Deletion**

You retain the right to delete your data from our platform at any time, subject to any applicable legal or regulatory obligations that may require data retention.

- Data Anonymization

In certain situations, we may anonymize or aggregate data for research or statistical analysis purposes. When data is anonymized, all personally identifiable information is removed to safeguard your privacy.

- Consent

By utilizing our platform, you expressly consent to the practices regarding the use of your business information as outlined in this Data Usage clause. We obtain explicit consent from clients when required by applicable data protection laws.

Data Sharing

We do not sell, trade, or rent client-sensitive information to third parties. Data sharing is limited to necessary service providers or as required by law.

Client Rights

Clients have the right to:

Access their data.

Correct inaccuracies in their data.

Request data deletion (subject to legal limitations). Opt-out of data processing where applicable.

- Contact Information

Should you have inquiries, concerns, or requests pertaining to the usage of your business information, we encourage you to reach out to us at: info@consultingiq.ai

- Updates to Data Usage

We reserve the right to revise this Data Usage clause to align with alterations in our data usage practices or to comply with pertinent legal or regulatory requirements. Any amendments will be promptly posted on our website, with the date of the most recent update displayed at the commencement of this clause.

Updates to Privacy Policy

We may update this Privacy Policy to reflect changes in our data processing practices or regulatory requirements. Any changes will be posted on our website, and the date of the last update will be indicated at the top of the policy.

Detail Privacy Policy

Your Privacy Matters

Consulting IQ Interactive Corp's mission is to connect the world's professionals to allow them to be more productive and successful. Central to this mission is our commitment to be transparent about the data we collect about you, how it is used and with whom it is shared.

This Privacy Policy applies when you use our Services (described below). We offer our members choices about the data we collect, use and share as described in this Privacy Policy, Cookie Policy, Settings and our Help Center.

Consulting IQ Interactive Corp

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• Introduction

We are an AI online business consulting interactive platform dedicated to provide guidance and recommendations for SMBs owners. People use our Services to find answers, advice or recommendations for business opportunities, to connect with others and find information.

Our registered users ("Members") share their professional business identities, engage with their network, exchange knowledge and professional insights, post and view relevant content, learn and develop skills, receive recommendations and advice to improve and or find business opportunities. Content and data on some of our Services is viewable to non-members ("Visitors").

We use the term "Designated Countries" to refer to countries in the European Union (EU), European Economic Area (EEA), and Switzerland.

Services

This Privacy Policy, including our Cookie Policy applies to your use of our Services.

This Privacy Policy applies to Consulting IQ Interactive Corp.com, Consulting IQ Interactive Corp-branded apps, Consulting IQ Interactive Corp Learning and other Consulting IQ Interactive Corp-related sites, apps, communications and services ("Services"), including off-site Services, such as our ad services and the "Apply with Consulting IQ Interactive Corp" and "Share with Consulting IQ Interactive Corp" plugins, but excluding services that state that they are offered under a different privacy policy. For California residents, additional disclosures required by California law.

Data Controllers and Contracting Parties

As a Visitor or Member of our Services, the collection, use and sharing of your personal and business data is subject to this Privacy Policy and other documents referenced in this Privacy Policy, as well as updates.

Change

Changes to the Privacy Policy apply to your use of our Services after the "effective date."

Consulting IQ Interactive Corp ("we" or "us") can modify this Privacy Policy, and if we make material changes to it, we will provide notice through our Services, or by other means, to provide you the opportunity to review the changes before they become effective. If you object to any changes, you may close your account

You acknowledge that your continued use of our Services after we publish or send a notice about our changes to this Privacy Policy means that the collection, use and sharing of your personal data is subject to the updated Privacy Policy, as of its effective date.

1. Data We Collect

1.1 Data You Provide To Us

You provide data to create an account with us.

Registration

To create an account you need to provide data including your name, email address and/or mobile number, and a password. If you register for a premium Service, you will need to provide payment (e.g., credit card) and billing information.

You create your Consulting IQ Interactive Corp profile (a complete profile helps you get the most from our Services).

Profile

You have choices about the information on your business profile, such as your sector, size, competition, performance, financials experience and other descriptive information to provide context to the AI Platform. You don't have to provide additional information on your profile; however, profile information helps you to get more from our Services, It's your choice whether to include sensitive information on your profile and to make that sensitive information public. Please do not post or add personal data to your profile that you would not want to be publicly available.

You give other data to us, such as by syncing your address book or calendar.

Posting and Uploading

We collect personal data from you when you provide, post or upload it to our Services, such as when you fill out a form, respond to a survey, or submit your business information on our

Services.

Partners

We receive personal and business data about you when you use the services of our customers and partners in the marketplace.

Related Companies and Other Services

We receive data about you when you use some of the other services provided by us or our affiliates.

- 1.3 Service Use

We log your visits and use of our Services, including mobile apps.

We log usage data when you visit or otherwise use our Services, including our sites, app and platform technology, such as when you view or click on content (e.g., learning video) or ads (on or off our sites and apps), perform a search, install or update one of our mobile apps, share articles or apply for jobs. We use log-ins, cookies, device information and internet protocol ("IP") addresses to identify you and log your use.

- 1.4 Cookies and Similar Technologies

We collect data through cookies and similar technologies.

As further described in our Cookie Policy, we use cookies and similar technologies (e.g., pixels and ad tags) to collect data (e.g., device IDs) to recognize you and your device(s) on, off and across different services and devices where you have engaged with our Services. We also allow some others to use cookies as described in our Cookie Policy. If you are outside the Designated Countries, we also collect (or rely on others who collect) information about your device where you have not engaged with our Services (e.g., ad ID, IP address, operating system and browser information) so we can provide our Members with relevant ads and better understand their effectiveness. You can opt-out from our use of data from cookies and similar technologies that track your behavior on the sites of others for ad targeting and other ad-related purposes.

1.5 Your Device and Location

We receive data through cookies and similar technologies

When you visit or leave our Services (including some plugins and our cookies or similar technology on the sites of others), we receive the URL of both the site you came from and the one you go to and the time of your visit. We also get information about your network and device (e.g., IP address, proxy server, operating system, web browser and add-ons, device identifier and features, cookie IDs and/or ISP, or your mobile carrier). If you use our Services from a mobile device, that device will send us data about your location based on your phone settings. We will ask you to opt-in before we use GPS or other tools to identify your precise

location.

- 1.6 Messages

If you communicate through our Services, we learn about that.

We collect information about you when you send, receive, or engage with messages in connection with our Services. For example, if you get a Consulting IQ Interactive Corp connection Owners Forum participation, we track whether you have acted on it and will send you reminders. We also use scanning technology on messages to support and protect our site. For example, we use this technology to suggest possible responses to messages and to manage or block content that violates our User Agreement or Professional Community Policies from our Services.

- 1.7 Companies, Economic Development Agencies, NGOs and School Provided Information

When your organization (e.g., employer or school) buys a premium Service for you to use, they give us data about you.

Others buying our Services for your use, such as Business Associations, Chamber of Commerce, Companies, Economic Development Programs Business Schools, NGOs, provide us with personal data about you and your eligibility to use the Services that they purchase for use by their workers, students or alumni. For example, we will get contact information for "Company Page" administrators and for authorizing users of our premium Services, such as our recruiting, sales or learning products.

1.8 Sites and Services of Others

We get data when you visit sites that include our ads, cookies or some of our plugins or when you log-in to others' services with your Consulting IQ Interactive Corp account.

We receive information about your visits and interaction with services provided by others when you log-in with Consulting IQ Interactive Corp or visit others' services that include some of our plugins (such as "Apply with Consulting IQ Interactive Corp") or our ads, cookies or similar technologies.

- 1.9 Other

We are improving our Services, which means we get new data and create new ways to use data.

Our Services are dynamic, and we often introduce new features, which may require the collection of new information. If we collect materially different business data or materially change how we collect, use or share your data, we will notify you and may also modify this

Privacy Policy.

- 2. How We Use Your Data

We use your data to provide, support, personalize and develop our Services.

How we use your personal and business data will depend on which Services you use, how you use those Services and the choices you make in your settings. We use the data that we have about you to provide and personalize our Services, including with the help of automated systems and inferences we make, so that our Services can be more relevant and useful to you and others.

- 2.1 Services

Our Services help you connect with others peers, find and be found for work and business opportunities, stay informed, get training and be more productive.

We use your data to authorize access to our Services and honor your settings.

Stay Connected

Our Services allow you to stay in touch and up to date with colleagues, partners, clients, and other professional contacts. To do so, you can “connect” with the colleagues who you choose, and who also wish to “communicate” with you. Subject to your and their settings, when you connect with other Members, you will be able to search each others’ businesses in order to exchange market opportunities.

It is your choice whether to invite someone to our Services, send a connection request, or allow another Member to become your connection.

- Stay Informed

Our Services allow you to stay informed about news, events and ideas regarding business topics you care about, and from professionals or subject matter experts. Our Services also allow you to improve your professional skills, or learn new ones. We use the data we have about you, to personalize our Services for you. We also use the data we have about you to suggest recommendations you could add to your business that you might need to pursue your next business opportunity.

- Business Opportunities

Our Services allow you to explore and receive business guidance, evaluate educational opportunities, and seek out, and be found for, business opportunities. We will use your data to recommend market opportunities, You can signal that you are interested in changing and share information with others. We will use your data to recommend suggestions to you. We may use automated systems to provide content and recommendations to help make our Services more relevant to our Members, Visitors and customers. Keeping your profile accurate and up-to-date may help you better connect to others and to opportunities through our Services.

- Productivity

Our Services allow you to collaborate with colleagues, search for potential business

opportunities, market trends, customers, partners and others to do business with. Our Services allow you to communicate with other Members and schedule and prepare meetings with them through the Owners Forum.

- 2.2 Premium Services

Our premium Services help paying users to search for and contact Members through our Owners Community, such as searching for and contacting other business owners, to share success stories or experiences

We sell premium Services that provide our customers and subscribers with customized-search functionality and tools (including business information and activity alerts) as part of our business advice solutions. We do not provide contact information to customers as part of these premium Services without your consent. Premium Services customers can store information they have about you in our premium Services, such as a resume or contact information or sales history. The data stored about you by these customers is subject to the policies of those customers.

- 2.3 Communications

We contact you and enable communications between Members. We offer settings to control what messages you receive and how often you receive some types of messages.

We will contact you through email, mobile phone, notices posted on our websites or apps, messages to your Consulting IQ Interactive Corp inbox, and other ways through our Services, including text messages and push notifications. We will send you messages about the availability of our Services, security, or other service-related issues. We also send messages about how to use our Services, network updates, reminders, job suggestions and promotional messages from us and our partners. You may change your communication preferences at any time. Please be aware that you cannot opt out of receiving service messages from us, including security and legal notices.

- 2.4 Advertising

We serve you tailored ads both on and off our Services. We offer you choices regarding personalized ads, but you cannot opt-out of seeing other ads.

We target (and measure the performance of) ads to Members, Visitors and others both on and off our Services directly or through a variety of partners, using the following data, whether separately or combined:

- Data from advertising technologies on and off our Services, pixels, ad tags, cookies, and device identifiers;
- Member-provided information (e.g., profile, contact information, title and industry);

- Data from your use of our Services (e.g., search history, feed, content you read, who you follow or is following you, connections, groups participation, page visits, videos you watch, clicking on an ad, etc.), including as described in Section 1.3;
 - Information from advertising partners, vendors and publishers; and
 - Information inferred from data described above (e.g., using job titles from a profile to infer industry, seniority, and compensation bracket; using graduation dates to infer age or using first names or pronoun usage to infer gender; using your feed activity to infer your interests; or using device data to recognize you as a Member).
- We will show you ads called sponsored content which look similar to non-sponsored content, except that they are labeled as advertising (e.g., as "ad" or "sponsored"). If you take a social action (such as like, comment or share) on these ads, your action is associated with your name and viewable by others, including the advertiser.

Ad Choices

We adhere to self-regulatory principles for interest-based advertising and participate in industry opt-outs from such ads. This does not opt you out of receiving advertising; you will continue to get other ads by advertisers not listed with these self regulatory tools. You can also opt-out specifically from our uses of certain categories of data to show you more relevant ads.

Info to Ad Providers

We do not share your personal data with any third-party advertisers or ad networks except for: (i) hashed IDs or device identifiers (to the extent they are personal data in some countries); (ii) with your separate permission. However, if you view or click on an ad on or off our Services, the ad provider will get a signal that someone visited the page that displayed the ad, and they may, through the use of mechanisms such as cookies, determine it is you. Advertising partners can associate personal data collected by the advertiser directly from you with hashed IDs or device identifiers received from us. In such instances, we seek to contractually require such advertising partners to obtain your explicit, opt-in consent before doing so.

• 2.5 Marketing

We promote our Services to you and others.

We use Members' usage examples for invitations and communications promoting membership and network growth, engagement and our Services, such as by showing previous interactions that you have used a feature on our Services.

• 2.6 Developing Services and Research

We develop our Services and conduct research

Service Development

We use data, including public feedback, to conduct research and development for our Services in order to provide you and others with a better, more intuitive and personalized

experience, drive membership growth and engagement on our Services, and help connect professionals to each other and to economic opportunity.

- Other Research

We seek to create business guidance and opportunities for Members of the global business community and to help them be more productive and successful. We use the data available to us to research social, economic and business, such as business opportunities, market trends and research, and policies that help bridge the gap in various industries and geographic areas.

- Surveys

Polls and surveys are conducted by us and others through our Services. You are not obligated to respond to polls or surveys, and you have choices about the information you provide. You may opt-out of survey invitations.

- 2.7 Customer Support

We use data to help you and fix problems.

We use data (which can include your communications) to investigate, respond to and resolve complaints and for Service issues (e.g., bugs).

- 2.8 Insights That Do Not Identify You

We use data to generate insights that do not identify you.

We use your data to produce and share insights that do not identify you. For example, we may use your data to generate statistics about our members, their profession or industry, to calculate ad impressions served or clicked on, or to publish visitor demographics for a Service or create demographic workforce insights.

- 2.9 Security and Investigations

We use data for security, fraud prevention and investigations.

We use your data (including your communications) for security purposes or to prevent or investigate possible fraud or other violations of our user agreement and/or attempts to harm our Members, Visitors or others.

3. How We Share Information

- 3.1 Our Services

Any data that you include on your profile and any content you post you take on our Services will be seen by others, consistent with your settings.

Profile

Your profile is visible only by you or any other of your team members you want to share information of our Services. Subject to your settings, As detailed in our Help Center, your settings, degree of connection with the viewing Member, the subscriptions they may have, their usage of our services, access channels and search types (e.g., by name or by keyword) impact the availability of your profile and whether they can view certain fields in your profile.

Your employer can see how you use Services they provided for your work (e.g. as a manager or sales agent) and related information.

Enterprise Accounts

Your employer may offer you access to our enterprise Services such as Consulting IQ Interactive Corp Learning. Your employer can review and manage your use of such enterprise Services.

Subject to your settings, when you use marketplace tools and services certain of your data may also be made available to your employer or be connected with information we receive from your employer to enable these tools and services.

- 3.2 Communication Archival

Regulated Members may need to store communications outside of our Service.

Some Members (or their employers) need, for legal or professional compliance, to archive their communications activity, and will use services of others to provide these archival services. We enable archiving of messages by and to those Members outside of our Services. For example, a financial advisor needs to archive communications with her clients through our Services in order to maintain her professional financial advisor license.

- 3.3 Others' Services

You may link your account with others' services so that they can look up your contacts' profiles, post your shares on such platforms, or enable you to start conversations with your connections on such platforms. Excerpts from your profile will also appear on the services of others.

Subject to your settings, other services in the marketplace may look up your profile. When you opt to link your account with other services, personal data will become available to them. The sharing and use of that personal data will be described in, or linked to, a consent screen when you opt to link the accounts. For example, you may link your account to share content from our Services into these other services, or your email provider may give you the option to upload your Consulting IQ Interactive Corp contacts into its own service. Third-party services have their own privacy policies, and you may be giving them permission to use your data in ways we would not. You may revoke the link with such

accounts.

- 3.4 Related Services

We share your data across our different Services and Consulting IQ Interactive Corp affiliated entities.

We will share your personal data with our affiliates to provide and develop our Services. We may combine information internally across the different Services covered by this Privacy Policy to help our Services be more relevant and useful to you and others. For example, we may personalize your feed or business recommendations based on business history.

- 3.5 Service Providers

We may use others to help us with our Services.

We use others to help us provide our Services (e.g., maintenance, analysis, audit, payments, fraud detection, marketing and development). They will have access to your information as reasonably necessary to perform these tasks on our behalf and are obligated not to disclose or use it for other purposes.

- 3.6 Legal Disclosures

We may need to share your data when we believe it's required by law or to help protect the rights and safety of you, us or others.

It is possible that we will need to disclose information about you when required by law, subpoena, or other legal process or if we have a good faith belief that disclosure is reasonably necessary to (1) investigate, prevent or take action regarding suspected or actual illegal activities or to assist government enforcement agencies; (2) enforce our agreements with you; (3) investigate and defend ourselves against any third-party claims or allegations; (4) protect the security or integrity of our Services (such as by sharing with companies facing similar threats); or (5) exercise or protect the rights and safety of Consulting IQ Interactive Corp, our Members, personnel or others. We attempt to notify Members about legal demands for their personal data when appropriate in our judgment, unless prohibited by law or court order or when the request is an emergency. We may dispute such demands when we believe, in our discretion, that the requests are over-broad, vague or lack proper authority, but we do not promise to challenge every demand.

- 3.7 Change in Control or Sale

We may share your data when our business is sold to others, but it must continue to be used in accordance with this Privacy Policy.

We can also share your personal data as part of a sale, merger or change in control, or in preparation for any of these events. Any other entity which buys us or part of our business will have the right to continue to use your data, but only in the manner set out in this Privacy Policy unless you agree otherwise.

4. Your Choices & Obligations

- 4.1 Data Retention

We keep most of your personal data for as long as your account is open.

We generally retain your personal data as long as you keep your account open or as needed to provide you Services. This includes data you or others provided to us and data generated or inferred from your use of our Services. Even if you only use our Services when looking for business guidance every few years, we will retain your information and keep your profile open, unless you close your account. In some cases we choose to retain certain information (e.g., insights about Services use) in a depersonalized or aggregated form.

- 4.2 Rights to Access and Control Your Personal Data

You can access or delete your personal data. You have many choices about how your data is collected, used and shared.

We provide many choices about the collection, use and sharing of your data, from deleting or correcting data you include in your profile and controlling the visibility of your information. We offer you settings to control and manage the personal data we have about you.

- For personal data that we have about you, you can:
- Delete Data: You can ask us to erase or delete all or some of your personal and business data.
- Change or Correct Data: You can edit some of your personal and business data through your account. You can also ask us to change, update or fix your data in certain cases, particularly if it's inaccurate.
- Object to, or Limit or Restrict, Use of Data: You can ask us to stop using all or some of your personal data (e.g., if we have no legal right to keep using it) or to limit our use of it (e.g., if your personal data is inaccurate or unlawfully held).
- Right to Access and/or Take Your Data: You can ask us for a copy of your personal data and can ask for a copy of personal data you provided in machine readable form.

- 4.3 Account Closure

We keep some of your data even after you close your account.

If you choose to close your account, your personal data will generally stop being visible to others on our Services within 24 hours. We generally delete closed account information within 30 days of account closure, except as noted below.

We retain your personal data even after you have closed your account if reasonably necessary to comply with our legal obligations (including law enforcement requests), meet regulatory requirements, resolve disputes, maintain security, prevent fraud and abuse (e.g., if we have restricted your account for breach of our policies), enforce our User Agreement, or fulfill your request to "unsubscribe" from further messages from us. We will retain de-personalized information after your account has been closed.

5. Other Important Information

• 5.1. Security

We monitor for and try to prevent security breaches. Please use the security features available through our Services.

We implement security safeguards designed to protect your data, such as HTTPS. We regularly monitor our systems for possible vulnerabilities and attacks. However, we cannot warrant the security of any information that you send us. There is no guarantee that data may not be accessed, disclosed, altered, or destroyed by breach of any of our physical, technical, or managerial safeguards. Please visit our safety center for additional information about safely using our Services, including authentication procedures.

• 5.2. Cross-Border Data Transfers

We store and use your data outside your country.

We process data both inside and outside of the United States and rely on legally-provided mechanisms to lawfully transfer data across borders. Countries where we process data may have laws which are different from, and potentially not as protective as, the laws of your own country.

• 5.3 Lawful Bases for Processing

We have lawful bases to collect, use and share data about you. You have choices about our use of your data. At any time, you can withdraw consent you have provided by going to settings.

We will only collect and process business and personal data about you where we have lawful bases. Lawful bases include consent (where you have given consent), contract (where processing is necessary for the performance of a contract with you (e.g., to deliver the Consulting IQ Interactive Corp Services you have requested) and "legitimate interests."

Where we rely on your consent to process personal data, you have the right to withdraw or decline your consent at any time and where we rely on legitimate interests, you have the right to object. If you have any questions about the lawful bases upon which we collect and use your personal data, contact us at info@consultingiq.ai.

- 5.4. Direct Marketing and Do Not Track Signals

Our statements regarding direct marketing and “do not track” signals.

We currently do not share personal data with third parties for their direct marketing purposes without your permission.

- 5.5. Contact Information

You can contact us or use other options to resolve any complaints.

If you have questions or complaints regarding this Policy, please first [contact Consulting IQ Interactive Corp](#) online.

- Consulting IQ Interactive Corp

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