

MacLean-Fogg Privacy Policy

Effective Date January 4, 2016

<p>About this Policy</p>	<p>This policy describes MacLean-Fogg's practices on the websites where this policy is posted. This includes mobile websites. This policy does not apply to information we might collect in other situations, like offline or by email.</p>
<p>Information We Collect</p>	<p>Contact information: For example, as part of our online job application process, we might collect your name and street address. We might also collect your phone number or email.</p> <p>Third Party Information: We might collect a friend's email address when you send them a webpage through our website.</p> <p>Other Information. When you submit your resume, we will collect the career information you provide. Also, as a website user, we may collect information about the browser you are using. We might also track the pages you visit. We might look at what site you came from, or what site you visit when you leave Us. We may collect this information using the tracking or analytic tools described in this policy.</p>
<p>How We Collect Information</p>	<p>We collect information directly from you. The following are a few examples of when we collect information from you:</p> <ul style="list-style-type: none"> • If you apply for a job online. • If you share a webpage with a friend. • If you make contact requests. <p>We collect information from you passively. We might use common tracking or analytic tools like browser cookies and web beacons to track user behavior. To learn more about these tools and how you can control them, read the "your choices" section in this policy.</p>
<p>How We Use Information</p>	<p>We use your information as is disclosed at the time we collect the information and in the following ways:</p> <p>To respond to your requests or questions. For example, we might use your information to respond to your contact requests. We might also use information you give us to fulfill your request to share a webpage with a friend.</p> <p>To improve our products and services and operate our websites. For example to analyze trends or to improve website layout. We may also use information to better understand our audience and our customers and their interests. We might also use information to recognize past website visitors or current customers. We also may use your information to serve you with advertising or other content in which we think you would be interested.</p> <p>To look at site trends and customer interests. For example we may use your information to make website or product improvements. We may also combine information we get from you with information about you we have gotten from third parties. We may also use your information to determine your browsers, including by using tracking tools (to learn more about you can control them, please read the "your choices" section of this policy).</p> <p>For security purposes. We may use information to protect our company, our customers, or our websites.</p> <p>To communicate with you about our relationship.</p>

Information Sharing	We may share your information as follows:	Can you limit?
	With our corporate entities, affiliates, and subsidiaries.	No
	If we think we have to in order to comply with the law. We may share information with others if we think we are legally obligated, or to protect ourselves. For example, we will share information to respond to a court order or subpoena. We may also share it if a government agency or investigatory body requests.	No
	With any successor to all or part of our business. For example, if part of our business was sold We may sell our customer list as part of that transaction.	No
	With third parties who perform services on our behalf. For example, We share information with vendors, or will authorize them to collect information on our behalf. Some vendors may be located outside of the United States.	No
	For other reasons as may be described to you.	Sometimes

Your Choices	<p>You can choose whether or not to share personal information. If you choose not to share, some parts of our sites and some services may be more difficult or impossible to use. If you turn off cookies or tracking tools, parts of our site and services may also not work properly.</p> <p>You may control our use of cookies. How you do so depends on the type of cookie. You can set your browser to reject browser cookies. To control flash cookies, which we may use on certain websites from time to time, you can go here. Why? Because flash cookies cannot be controlled through your browser settings.</p> <p>NOTE: If you set your computer to block cookies, you may not be able to use certain features on our sites.</p>
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More Questions?	<p>You can email Us or. write to Us at:</p> <p>Mailing Address: MacLean-Fogg 6001 N. Adams Road, Suite 250, Bloomfield Hills, MI 48304 Attention: Website Administration</p> <p>E-mail: Please fill out a "Contact Us" Form on the website at www.macleanfogg.com/contact/.</p>
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Our Sites and Children	<p>The sites on which this policy appears are not intended for children under 13. However, if you are a parent or legal guardian and believe that your child under 13 has provided us with personally identifiable information please email Us. If you want to write, use the address listed above. Please mark your inquiries to the attention of "COPPA - Information Request" and include your email and phone number.</p> <p>Learn more about how to protect your child online. Read the helpful information provided by the FTC. This information includes this consumer education bulletin.</p>
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Security	We use industry standard means to protect our websites and your information.
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	The Internet is not 100% secure, though. We thus cannot promise that your use of our sites will be completely safe. We encourage you to use caution when using the Internet.
Links	Our sites contain links to third party sites. If you click on one of those links, you will be taken to websites We do not control. This policy does not apply to the information practices of that website. You should read the privacy policy of other websites carefully. We are not responsible for such third party's sites.
California Privacy Rights	If you reside in California, you have the right to ask Us one time each year if we have shared personal information with third parties for their direct marketing purposes. To exercise your rights, you can email Us or write to us at the address in the "More Questions" section, above. Mention in your letter that you are making a "California Shine the Light" inquiry. We will respond within 30 days.
Non-US Users	We operate websites in the United States. If you are located outside of the United States, please be aware that any information you provide to us will be transferred to the United States and by using the Sites/giving your information, you consent to such transfer, and understand that the U.S. may not provide the same level of protections as the laws of your country.
Policy Updates	From time to time we may change our privacy policies. The most recent version will be posted here. If there is a material change that we wish to apply retroactively, we will notify you as may be required by law.