



Privacy Policy

Effective Date: June 28, 2018

Aha! Leadership LLC ("Company," "we," or "us") respects your privacy and is committed to protecting it through this Privacy Policy. This Privacy Policy has been created to inform you of the types of information that we will collect from you and how we will use that information.

This Privacy Policy governs your access to and use of www.ahaleadership.com, including any content, functionality, and services offered on or through www.ahaleadership.com (the "Website"), whether as a guest or a registered user.

When accessing the Website, we will learn certain information about you, both automatically and through voluntary actions you may take, during your visit. This policy applies to information we collect on the Website and in email, text, or other electronic messages between you and the Website.

Please read the Privacy Policy carefully before you start to use the Website. By using the Website or by clicking to accept or agree to the Terms of Use when this option is made available to you, you accept and agree to be bound and abide by the Privacy Policy. Through the use of www.ahaleadership.com you are herein consenting to the following data procedures expressed within this agreement.

Children Under The Age Of 16

Our Website is not intended for children under 16 years of age. No one under age 16 may provide any information to or on the Website. We do not knowingly collect personal information from children under 16. If you are under 16, do not use or provide any information on this Website or on or through any of its features, and please do not register on the Website, use any of the interactive or public comment features of this Website, or provide any information about yourself to us, including your name, address, telephone number, email address, or any screen name or user name you may use. By using the Website, you warrant and agree that you are over the age of 16.

If we learn we have collected or received personal information from a child under 16 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 16, please contact us at aha@ahaleadership.com

Information We Collect About You

When you access the Website, the Company will learn certain information about you during your visit. The Website provides various places for users to provide information. We collect information that users provide by filling out forms on the Website, communicating with us via contact forms or sending us an email through the website, providing comments or other feedback. Specifically, information collected may include, without limitation:

1. Any information that you voluntarily submit to the Website, including without limitation, account data, such as username, password, email address, phone number, name, date of birth, gender, phone number, state, city, country, or zip code;
2. Public data, such as your comments on posts or any other public engagement that you may engage in through your use of the Website;
3. Your user name, name, email address, date of birth, gender, phone number, state, city, country or zip code;
4. Your payment information, which may be used to complete a transaction; and
5. Biographical information;



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We use the information you provide to us to:

1. Provide you with the Website and its services;
2. Tailor our content or services to your geographic location;
3. Analyze your use of the website, to administer or secure our services, to determine how we should allocate resources, and to understand the technical load on our servers;
4. To communicate with you;
5. To update you on changes to the Website;
6. To update you on our services or the services of third parties; and
7. To provide you with offers, promotions, and other information.

Information We Collect Through Automatic Data Collection Technology.

As you navigate through our Website, we may use automatic data collection technologies including Google Analytics to collect certain information about your equipment, browsing actions, and patterns. This may include without limitation:

1. Your geolocation;
2. Technical data about your use of the Website;
3. Your IP address;
4. Your device IDs;
5. Pages visited;
6. Referring web pages;
7. Search terms;
8. Cookie data;
9. Operating system;
10. Google Advertising IDs;
11. Time zone; and
12. Your browser type.

The information we collect automatically is used for statistical data and will not include personal information. We use this data to improve our Website and our service offerings. To the extent that you voluntarily provide personal information to us, our systems will associate the automatically collected information with your personal information.

Use of Cookies

As is true of most websites, we gather certain information automatically. This information may include Internet protocol (IP) addresses, browser type, Internet service provider (ISP), referring/exit pages, the files viewed on our site (e.g., HTML pages, graphics, etc.), operating system, date/time stamp, and/or clickstream data to analyze trends in the aggregate and administer the site.

Aha! Leadership LLC uses cookies or similar technologies to analyze trends, administer the website, track users' movements around the website, and to gather demographic information about our user base as a whole. You can control the use of cookies at the individual browser level, but if you choose to disable cookies, it may limit your use of certain features or functions on our website or service.



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Third Party Use of Cookies

Some content or applications, including advertisements, on the Website are served by third-parties, including advertisers, ad networks and servers, content providers, and application providers. These third parties may use cookies alone or in conjunction with web beacons or other tracking technologies to collect information about you when you use our website. The information they collect may be associated with your personal information or they may collect information, including personal information, about your online activities over time and across different websites and other online services. They may use this information to provide you with interest-based (behavioral) advertising or other targeted content.

We do not control these third parties' tracking technologies or how they may be used. If you have any questions about an advertisement or other targeted content, you should contact the responsible provider directly.

International Transfer

Your information, including Personal Information, may be transferred to — and maintained on — computers located outside of your state, province, country or other governmental jurisdiction where the data protection laws may differ than those from your jurisdiction. If you are located outside the United States and choose to provide information to us, please note that we transfer the information, including Personal Information, to the United States and process it there. Your consent to this Privacy Policy followed by your submission of such information represents your agreement to that transfer.

Links to Other Sites

Our Service may contain links to other sites that are not operated by us. If you click on a third party link, you will be directed to that third party's site. We strongly advise you to review the Privacy Policy of every site you visit.

We have no control over, and assume no responsibility for the content, privacy policies or practices of any third party sites or services.

Email Information

If you choose to correspond with us through email, we may retain the content of your email messages together with your email address and our responses. We provide the same protections for these electronic communications that we employ in the maintenance of information received online, mail, and telephone. This also applies when you register for our website, sign up through any of our forms using your email address, or make a request/purchase on this site. For further information see the [email policies](#) below.

Email Policies

We are committed to keeping your e-mail address confidential. We do not sell, rent, or lease our subscription lists to third parties, and we will not disclose your email address to any third parties except as allowed in the section titled [Disclosure of Your Information](#).

We will maintain the information you send via e-mail in accordance with applicable federal law.

In compliance with the CAN-SPAM Act, all e-mails sent from our organization will clearly state who the e-mail is from and provide clear information on how to contact the sender. In addition, all newsletter e-mail messages will



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also contain concise information on how to remove yourself from our mailing list so that you receive no further e-mail communication from us.

Our newsletter emails provide users the opportunity to opt-out of receiving communications from us and our partners by reading the unsubscribe instructions located at the bottom of any e-mail they receive from us.

Users who no longer wish to receive our newsletter or promotional materials may opt-out of receiving these communications by clicking on the unsubscribe link in the e-mail.

How and Why We Collect Information

The Company collects your information in order to record and support your participation in the activities you select. We use this information to track your preferences and to keep you informed about the products and services you have selected to receive and any related products and/or services. As a visitor to this Website, you can engage in most activities without providing any personal information. It is only when you seek to download resources and/or request information that you are required to provide information.

If you are outside the European Union and opt to receive any free resources, participate in any free training programs, register for a webinar, register for a live event, register for a seminar, or purchase any products sold by the Company on this Website, we will automatically enroll you to receive our promotional email communications, including our bi-weekly newsletter. If you do not wish to receive this communication, you can unsubscribe anytime. We include an "unsubscribe" link at the bottom of every email we send. If you ever have trouble unsubscribing, you can send an email to aha@ahaleadership.com requesting to unsubscribe from future emails.

If you are in the European Union and opt to receive any free resources, participate in any free training programs, register for a webinar, register for a live event, register for a seminar, or purchase any products sold by the Company on this Website, we will only enroll you to receive our free email communication if you affirmatively consent to it. If you do not wish to receive this communication, you can unsubscribe anytime. We include an "unsubscribe" link at the bottom of every email we send. If you ever have trouble unsubscribing, you can send an email to aha@ahaleadership.com requesting to unsubscribe from future emails.

How Do We Use the Information That You Provide to Us?

We use personal information for purposes of presenting our Website and its contents to you, providing you with information, providing you with offers for products and services, providing you with information about your subscriptions and products, carrying out any contract between you and the Company, administering our business activities, providing customer service, and making available other items and services to our customers and prospective customers.

We keep this information indefinitely until you opt-out or Company ceases operation.

Disclosure of Your Information

As a general rule, we do not sell, rent, lease or otherwise transfer any information collected whether automatically or through your voluntary action.

We will only share your personal or personally identifiable information with third parties in the following situations:



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1. Where we have obtained your consent;
2. Where it is necessary to provide you with services initiated at your request;
3. Where it is necessary to share such information with our parents, subsidiaries, successors, and assigns;
4. Where our company has been purchased by or has purchased a third party;
5. Where it is needed to respond to information requests by government authorities;
6. Where we, in good faith, believe the law requires the Company to do so;
7. Where it is demanded by a court order or subpoena;
8. Where it is needed to protect the employees, independent contractors, users, members, officers, directors, or shareholders of our company;
9. Where it is needed to enforce our terms of service or any other agreement between you and the Company;
10. Where required to protect our legal rights; and
11. Where it is needed to help prevent against fraud or the violation of any applicable law, statute, regulation, ordinance, or treaty.

We also reserve the right to use, transfer, sell and disclose any non-personally identifiable information collected.

California Privacy Rights

California residents have the right to receive information that identifies any third-party companies or individuals that we have shared your personal or personally identifiable information with in the previous calendar year, as well as a description of the categories of personal or personally identifiable information disclosed to that third party. You may obtain this information once a year and free of charge by contacting us at aha@ahaleadership.com.

How Do We Protect Your Information and Secure Information Transmissions?

The security of your Personal Information is important to us, and we strive to implement and maintain reasonable, commercially acceptable security procedures and practices appropriate to the nature of the information we store, in order to protect it from unauthorized access, destruction, use, modification, or disclosure. However, please be aware that no method of transmission over the internet, or method of electronic storage is 100% secure and we are unable to guarantee the absolute security of the Personal Information we have collected from you.

Though we employ commercially reasonable methods to ensure the security of the information you provide to us and the information we collect automatically, you provide all information at your own risk.

Email is not recognized as a secure medium of communication. For this reason, we request that you do not send private information to us by email. However, doing so is allowed, but at your own risk. Credit Card information and other sensitive information is never transmitted via email by the Company and should never be transmitted to the Company by you.

The Company may use software programs to create summary statistics, which are used for such purposes as assessing the number of visitors to our site, what information is of most and least interest, determining technical design specifications, and identifying system performance or problem areas.

For site security purposes and to ensure that this service remains available to all users, the Company uses software programs to monitor network traffic to identify unauthorized attempts to upload or change information, or otherwise cause damage.



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Policy Changes

It is our policy to post any changes we make to our privacy policy on this page. If we make material changes to how we treat our users' personal information, we will notify you by email to the email address specified in your account and/or through a notice on the Website home page and newsletter push email. The date the privacy policy was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you. We reserve the right to modify this privacy policy at any time, so please review it frequently. If we make material changes to this policy, we will notify you here, by email, or by means of a notice on our home page prior to the changes becoming effective. If you continue to use our Website, or communicate with us through email, text or other electronic messages, you agree to our changes to the Privacy Policy.

Visitors' GDPR Rights

If you are within the European Union, you are entitled to certain information and have certain rights under the General Data Protection Regulation. Those rights include:

We will retain the any information you choose to provide to us until the earlier of: (a) you asking us to delete the information, (b) our decision to cease using our existing data providers, or (c) the Company decides that the value in retaining the data is outweighed by the costs of retaining it.

You have the right to request access to your data that the Company stores and the rights to either rectify or erase your personal data.

You have the right to seek restrictions on the processing of your data.

You have the right to object to the processing of your data and the right to the portability of your data.

To exercise these rights please email us at aha@ahaleadership.com

To the extent that you provided consent to the Company's processing of your personal data, you have the right to withdraw that consent at any time, without affecting the lawfulness of processing based upon consent that occurred prior to your withdrawal of consent.

We require only the information that is reasonably required to enter into a contract with you. We will not require you to provide consent for any unnecessary processing as a condition of entering into a contract with us.

Contact Us

The Company welcomes your questions or comments regarding the Privacy Policy:

Aha! Leadership, LLC

Email address: Aha@ahaleadership.com