



## Great Lakes Human Capital Network Privacy Policy and Terms and Conditions

### Privacy Policy

**Great Lakes Human Capital Network** (“Great Lakes Human Capital Network,” “we,” “us,” or “our”) is responsible for protecting your personal information. We collect and process limited personal data when you visit our website, contact us regarding our services, or sign up to receive communications from us.

This Privacy Policy explains how we collect, use, and protect your personal information when you interact with our website and services.

#### 1.) Information We Collect

We may collect, use, and store the following categories of personal information:

- **Contact Information:** such as your name, email address, phone number, and any details you provide through our contact forms or correspondence.
- **Technical Information (where applicable):** such as IP address, browser type, and site usage data to help us improve our website’s performance and user experience.

#### 2.) How We Use Your Information

We use your personal information only for legitimate business purposes, including:

- Responding to your inquiries or requests;
- Managing and delivering our services;
- Improving our website, marketing, and client engagement efforts.

We will not use your personal data for any purpose other than those described above without your consent.

#### 3.) How We Share Your Information

**We do not sell or rent your personal data.**

We may share information with:

- **Trusted service providers and partners** who support our website operations or communication tools, under strict confidentiality and data protection terms; and
- **Legal or regulatory authorities** if required to comply with applicable laws.

#### **4.) Data Security**

We take appropriate technical and organizational measures to safeguard your personal information against unauthorized access, alteration, or disclosure.

#### **5.) Your Rights**

Depending on your jurisdiction, you may have rights to:

- Request access to the personal data we hold about you;
- Request correction or deletion of your information;
- Withdraw consent to marketing communications at any time.

To exercise these rights, please contact us using the details below.

#### **6.) Contact Us**

If you have any questions about this Privacy Policy or how we handle your data, please contact us at:

**Great Lakes Human Capital Network**

Email: [hello@greatlakeshumancapital.com](mailto:hello@greatlakeshumancapital.com)

#### **7.) Updates to This Policy**

We may update this Privacy Policy from time to time. The latest version will always be available on our website and include the date of last revision.

## **Terms and Conditions**

**Effective Date:** January 2026

Welcome to the website of **Great Lakes Human Capital Network** (“Great Lakes Human Capital Network,” “we,” “us,” or “our”). By accessing or using our website at [www.greatlakeshumancapital.com](http://www.greatlakeshumancapital.com) (“the Site”), you agree to comply with and be bound by the following Terms and Conditions. If you do not agree with these terms, please do not use our Site.

### **1. Purpose of the Site**

The information provided on this Site is for general informational purposes only.

Use of this Site does not create a client-consultant or contractual relationship between you and Great Lakes Human Capital Network.

### **2. Intellectual Property**

All content on this Site—including text, graphics, logos, images, design, and layout—is owned by or licensed to Great Lakes Human Capital Network and is protected by applicable copyright, trademark, and intellectual property laws.

You may view and print content for personal, non-commercial use only. You may not reproduce, distribute, modify, or republish any content from this Site without our prior written permission.

### **3. Acceptable Use**

You agree not to use this Site:

- In any way that violates applicable laws or regulations;
- To infringe upon the rights of others;
- To transmit any harmful, disruptive, or malicious code; or
- To attempt to gain unauthorized access to our systems or data.

### **4. Links to Other Websites**

Our Site may contain links to third-party websites for your convenience. Great Lakes Human Capital Network is not responsible for the content, accuracy, or privacy practices of any linked sites. Visiting those websites is at your own risk.

### **5. Disclaimer of Warranties**

The Site and its content are provided on an “**as is**” and “**as available**” basis.

Great Lakes Human Capital Network disclaims all warranties, express or implied, including but not limited to warranties of accuracy, fitness for a particular purpose, or non-infringement. We do not guarantee that the Site will be error-free, uninterrupted, or free from viruses.

#### **6. Limitation of Liability**

To the fullest extent permitted by law, Great Lakes Human Capital Network and its affiliates shall not be liable for any direct, indirect, incidental, or consequential damages arising from your use of (or inability to use) this Site, even if we have been advised of the possibility of such damages.

#### **7. Changes to These Terms**

We may update these Terms and Conditions periodically. The updated version will be posted on this page with the revised effective date. Continued use of the Site after changes are made constitutes acceptance of those changes.

#### **8. Contact Us**

If you have any questions about these Terms and Conditions, please contact us at:

**Great Lakes Human Capital Network**

Email: [hello@greatlakeshumancapital.com](mailto:hello@greatlakeshumancapital.com)

Website: [www.greatlakeshumancapital.com](http://www.greatlakeshumancapital.com)