

ERI Economic Research Institute, Inc.
Privacy Policy

Last Updated: July 2018

This Privacy Policy ("Policy") tells you about how ERI Economic Research Institute, Inc. ("ERI") collects, uses, and discloses personal information through the ERI family of websites, including: www.erieri.com and www.salaryexpert.com, or when you otherwise interact directly with us (collectively, the "Services").

By using and accessing the Services, you are consenting to the information collection and use practices described in this Policy, as modified from time to time by ERI. Should ERI decide to change the Policy, ERI will post a new policy on the Services and change the date at the top of the new policy. ERI encourages you to check the date of the Policy whenever you visit the Services for any updates or changes.

Please see ERI's Terms of Use for a more detailed legal explanation of ERI's general online policies. ERI's Terms of Use are accessible from the bottom portion of ERI's home page. You may also be subject to additional policies set forth in the ERI Services Agreement or the End User Usage Agreement as applicable.

Collection of Information

Information You Provide to Us. We collect information you provide directly to us. For example, we collect information when you create an account, subscribe to our services, provide information in connection with our online educational resources, a promotion, or newsletter, submit comments, questions or suggestions, request technical support, or otherwise communicate with us. The types of information we may collect include your name, email address, postal address, phone number, business name, geographic location, industry sector, job title, experience, salary information, payment and purchase information, and any other information you choose to provide.

Information About Your Use of the Services

Usage Information

We collect information about your use of the Services, such as visits to our website and information about the product features you use.

Automatically Collected Information

When you access or use our Services, we automatically collect information about you, including:

- **Log Information:** We collect log information about your use of the Services, including the type of browser you use, access times, pages viewed, your IP address, and the page you visited before navigating to our Services.
- **Devices Used to Access the Services:** We collect information about the computer or mobile device you use to access our Services, including the hardware model, operating system and version, unique device identifiers, and mobile network information.
- **Information Collected by Cookies and Other Tracking Technologies:** We use different technologies to collect information, including cookies and web beacons. Cookies are small data files stored on your hard drive or in device memory that help us improve our Services and your experience, see which areas and features of our Services are popular, and count visits. Web beacons are electronic images that may be used in our Services or emails and help deliver cookies, count visits and understand usage and campaign effectiveness. For more information about cookies and how to disable them, please see "Your Choices" below.

Information We Collect from Other Sources

We may obtain information from other sources and combine that with information we collect through our Services. For example, we may use such third-party information to improve our services by associating demographic information with the information you have provided.

Use of Information

We use the information we collect to provide, maintain, and improve our services, such as to administer your account or respond to your inquiries. We may also use the information we collect to:

- Enhance ERI's databases relating to compensation, benefits, and cost-of-living information;
- Send you the subscriptions that you have ordered, to contact you about renewing your subscription or about technical notices, updates, security alerts and support and administrative messages, and to respond to your comments, questions, and customer service requests;
- Communicate with you about products, services, offers, and events offered by ERI and others, and provide news and information we think will be of interest to you;
- Monitor and analyze trends, usage, and activities in connection with our Services such as estimating the Services' audience size, measure aggregate traffic patterns, and understand demographics, customer interest, purchasing, and other trends among the Services' guests and ERI's subscribers;
- Detect, investigate, and prevent fraudulent transactions and other illegal activities, and protect the rights and property of ERI and others;
- Personalize and improve the Services and provide content, or features that match user profiles or interests; and
- Carry out any other purpose described to you at the time the information was collected.

Sharing of Information

We may share information about you as follows or as otherwise described in this Privacy Policy:

- With vendors, consultants, and other service providers who need access to such information to carry out work on our behalf;
- With entities as is necessary to process credit card payments or other purchasing or delivery systems;
- If you order a subscription through a link on an affiliate website, ERI may share with that affiliate either your name or your company name, the amount of your purchase, and the time you made the purchase. We do not provide affiliates with any of your contact information;
- In response to a request for information if we believe disclosure is in accordance with, or required by, any applicable law or legal process, including lawful requests by public authorities to meet national security or law enforcement requirements;
- If we believe your actions are inconsistent with our user agreements or policies, or to protect the rights, property, and safety of ERI or others;
- In connection with, or during negotiations of, any merger, sale of company assets,

- financing or acquisition of all or a portion of our business by another company;
- Between and among ERI and our current and future parents, affiliates, subsidiaries and other companies under common control and ownership; and
 - With your consent or at your direction.

We may also share aggregated or de-identified information, which cannot reasonably be used to identify you.

Analytics

We may allow others to provide analytics services and serve advertisements on our behalf across the internet and in applications. These entities may use cookies, web beacons, device identifiers, and other technologies to collect information about your use of the Services and other websites and applications, including your IP address, web browser, mobile network information, pages viewed, time spent on pages or in apps, links clicked, and conversion information. This information may be used by ERI and others to, among other things, analyze and track data, determine the popularity of certain content, deliver advertising and content targeted to your interests on our Services and other websites, and better understand your online activity. For more information about interest-based ads, or to opt out of having your web browsing information used for behavioral advertising purposes, please visit www.aboutads.info/choices.

International Visitors and Customers

The Services are hosted in the United States. Therefore, we and our service providers may transfer your information to, or store or access it in, jurisdictions that may not provide equivalent levels of data protection as your home jurisdiction. We will take steps to ensure that your personal data receives an adequate level of protection in the jurisdictions in which we process it.

Links to Other Sites

Please be aware that ERI provides links to third-party websites as a service to guests, and ERI is not responsible for the content or information collection practices of these third-party websites. Please note that these third-party websites' privacy policies may differ from those of ERI. ERI encourages you to review and understand the privacy practices associated with each third-party website before providing any third-party website with information.

Data Retention

We store the info we collected about you for as long as is necessary for the purpose(s) for which we originally collected it, or for other legitimate business purposes, including to meet our legal, regulatory, or other compliance obligations.

Your Choices

Account Information. You may update, correct, or delete information about you at any time by logging into your online account or by emailing us at info.eri@erieri.com. If you wish to delete your account, please email us at info.eri@erieri.com, but note that we may retain certain information as required by law or for legitimate business purposes. We may also retain cached or archived copies of information about you for a certain period of time.

Cookies. Most web browsers are set to accept cookies by default. If you prefer, you can usually choose to set your browser to remove or reject browser cookies. Please note that if you choose to remove or reject cookies, this could affect the availability and functionality of our Services.

Promotional Communications. You may opt out of receiving promotional messages from ERI by following the instructions in those messages. You can also remove yourself from ERI's

e-mail list at any time by sending your request to optout@erieri.com. If you opt out, we may still send you non-promotional emails, such as those about your account or our ongoing business relations.

Rights Specific to the European Economic Area

If you are a resident of the European Economic Area (“EEA”), you have certain rights and protections under the law regarding the processing of your personal data.

Legal Basis for Processing. If you are a resident of the EEA, when we process your personal data we will only do so in the following situations:

- We need to use your personal data to perform our responsibilities under our contract with you (e.g., processing payments for and providing the ERI services you have requested).
- We have a legitimate interest in processing your personal data. For example, we may process your personal data to send you marketing communications, to communicate with you about changes to our Services, and to provide, secure, and improve our Services.
- We have your consent to do so.

Data Subject Requests. If you are a resident of the EEA, you have the right to access personal data we hold about you and to ask that your personal data be corrected, erased, or transferred. You may also have the right to object to, or request that we restrict, certain processing. If you would like to exercise these rights, you may contact us as indicated below.

Questions or Complaints. If you are a resident of the EEA and have a concern about our processing of personal data that we are not able to resolve, you have the right to lodge a complaint with the data privacy authority where you reside. For contact details of your local Data Protection Authority, please see http://ec.europa.eu/justice/data-protection/article-29/structure/data-protection-authorities/index_en.htm.

Contact Us

If you have any questions about this Privacy Policy, please contact us at:

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