

Macy Holdings Website Policies

Date last modified: January 1, 2008

We reserve the right to modify the Macy Holdings Website Policies at any time. Please review the policies frequently. Any policy changes we make will be posted on this website.

Tuition Payment Policy

- Deposit of 25% to hold a place in the seminar, non-refundable and non-transferable to be paid via credit card.
- Balance due one month prior to start of course to be charged automatically to the credit card used for deposit.
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Refund Policy

The 25% tuition deposit is non-refundable and non-transferable. If cancellation occurs

- By the registration deadline, 75% of the full tuition will be refunded
- After the registration deadline but at least three days prior to the seminar start date, 50% of the full tuition will be refunded
- After the seminar has begun, 15% of the full tuition will be refunded.

For scholarship recipients, the full tuition deposit is due by the normal registration deadline and is non-refundable. The balance (i.e., full tuition minus registration and scholarship amounts) is due one month prior to the seminar start date. If cancellation occurs:

- By the registration deadline, 75% of the balance (i.e., full tuition minus registration and scholarship amounts) will be refunded
- After the registration deadline but at least three days prior to the seminar start date, 50% of the balance (i.e., full tuition minus registration and scholarship amounts) will be refunded
- After the seminar has begun, 25% of the balance (i.e., full tuition minus registration and scholarship amounts) will be refunded.

Privacy Policy

This privacy notices discloses the privacy practices for www.macyholdings.com. This privacy notice applies solely to information collected by this web site. It will notify you of the following:

- What personally identifiable information is collected from you through the website, how it is used and with whom it may be shared.
- What choices are available to you regarding the use of your data.

- The security procedures in place to protect the misuse of your information.
- How you can correct any inaccuracies in the information.

Information Collection, Use, and Sharing

We are the sole owners of the information collected on this site. We only have access to collect information that you voluntarily give us via email or other direct contact from you. We will not sell or rent this information to anyone.

We will use your information to respond to you, regarding the reason you contacted us.

We will not share your information with any third party outside of our organization, other than is necessary to fulfill your request, e.g. to ship an order.

Unless you ask us not to, we may contact you via email in the future to tell you about specials, new products or services, or changes to this privacy policy

Your Access to and Control Over Information

You may opt out of any future contacts from us at any time. You can do the following at any time by contacting us via the email address or phone number give on our website:

- See what data we have about you, if any.
- Change/correct any data we have about you.
- Have us delete any data we have about you.
- Express any concern you have about our use of your data.

Security

We take precautions to protect your information. When you submit sensitive information via the website, your information is protected both online and offline. Wherever we collect sensitive information (such as credit card data), that information is encrypted and transmitted to us in a secure way. You can verify this by looking for a closed lock icon at the bottom of your web browser, or looking for “https” at the beginning of the address of the web page.

While we use encryption to protect sensitive information transmitted online, we also protect your information offline. Only employees who need the information to perform a specific job (for example, billing or customer service) are granted access to personally identifiable information. The computers/servers in which we store personally identifiable information are kept in a secure environment.

Registration

In order to register or order products on this website, a user must first complete the registration form. During the registration a user is required to give certain information

(such as name and email address). This information is used to contact you about the products/services on our sit in which you have expressed interest. At your option, you may also provide demographic information (such as gender or age) about yourself, but it is not required.

Orders

We request information from you on our order form. To buy from us, you must provide contact information (like name and shipping address) and financial information (like credit care number, expiration date). This information is used for billing purposes and to fill your orders. If we have trouble processing an order, we'll use this information to contact you.

Cookies

We use “cookies” on this site. A cookie is a piece of data stored on a site visitor’s hard drive to help us improve your access to our site and identify repeat visitors to our site. For instance, when we use a cookie to identify you, you would not have to log in a password more than once, thereby saving time while on our site. Cookies can also enable us to track and target the interests of our users to enhance the experience on our site. Usage of a cookie is in no way linked to any personally identifiable information on our site. Some of our business partners may use cookies on our site (for example, advertisers). However, we have no access to or control over those cookies.

The information that will be gathered by cookies includes the IP address, the time spent visiting each pate, the number of times the page is visited, the certain links and link history on the page, etc.

Sharing

We share aggregated demographic information with our partners and advertisers. This is not linked to any personal information that can identify any individual person. We use an outside shipping company to ship orders, and a credit card processing company to bill users for goods and services. These companies do not retain, share, store or use personally identifiable information for any secondary purposes beyond filling your order.

We partner with another party to provide specific services. When the user signs up for these services, we will share names, or other contact information that is necessary for the third party to provide these services. These parties are not allowed to use personally identifiable information except for the purpose of providing these services.

Above and beyond the other provisions of this policy, we will release any personal information when we believe it is required by law and when we believe that the disclosure of your personal information is necessary to protect our rights and/or to comply with a judicial proceeding, court order, or legal process served on us.

Links

This site contains links to other sites. Please be aware that we are not responsible for the content or privacy practices of such other sites. We encourage our users to be aware when they leave our site and to read the privacy statements of any other site that collects personally identifiable information.

Use of the Website by Children

We do not intend to and will not knowingly collect or maintain any information at our website from individuals under 13 years old. No part of our website or our business is structured to attract anyone under 13, and the protection of children's privacy is very important to us.

Web Research, Responses to Articles and Telephone Interviews

All information submitted in response to the online research or articles will be the property of Macy Holdings, LP and can be included in writings and publications regarding leadership. Individually identifying information such as name, e-mail address, company, etc., will be kept confidential, and will be neither shared nor disclosed. Any demographic information provided is strictly voluntary and not required to participate in research activities.

Telephone interviews will be digitally recorded and transcribed for use only by Macy Holdings, L.P. Any information collected through telephone interviews will be the property of Macy Holdings, L.P. and can be included in writings and publications regarding leadership. Individually identifying information such as name, e-mail address, company, phone number, etc., will be kept confidential, and will be neither shared nor disclosed. Any demographic information provided is strictly voluntary and not required to participate in research activities.

This website as whole is intended for use by individuals of adult age, but in no case is it intended for use by children under the age of 13. Individuals under the age of 13 are not permitted to participate in online research sponsored by Macy Holdings, L.P.

Waiver of Warranties

On this website, Macy Holdings, L.P. seeks to provide information that will serve as an introduction to the techniques and methods of organizational management and leadership improvement that Macy Holdings, L.P. offers through its seminars and organizational consulting, however, this website is merely an introduction and overview. The Company does not offer any warranties or guaranties, either express or implied, as to the material on this website as related to any specific situation and waives any liability for damages that may be caused by a user's reliance on any of this information. Users should not rely on this website as an answer to any specific questions without seeking further consultation or education from Macy Holdings., L.P.

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2. If permission is granted, the party must comply with all copyright and notice requirements as agreed between the parties or forfeit any rights to the use of the articles.

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