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Introduction:

We serve as a professional social network and online platform where individuals leverage our services to discover and be discovered for business prospects, connect with peers, and access valuable information. Our Privacy Policy is applicable to all members and registered users.

Members actively share their professional identities, interact within their network, exchange knowledge and insights, post and explore relevant content, enhance skills, and uncover business and career opportunities. Some of our services allow non-members (referred to as "Visitors") to access certain content and data.

The term "Designated Countries" pertains to countries within the European Countries.

Services:

This Privacy Policy, along with our Cookie Policy, pertains to your utilization of our Services. It is applicable to LMFNetwork.com.com, LMFNetwork.com-branded apps, LMFNetwork.com Learning, and other LMFNetwork.com-related sites, apps, communications, and services ("Services"), encompassing off-site Services like our advertising services, as well as the "Apply with LMFNetwork.com" and "Share with LMFNetwork.com" plugins. However, it does not apply to services explicitly governed by a different privacy policy.

For residents of California, additional disclosures mandated by California law can be found in our California Privacy Disclosure.

Data Controllers and Contracting Parties:

- For individuals in the "Designated Countries," LMF serves as the controller for personal data provided to, collected by, or processed in connection with our Services.
- For individuals outside the Designated Countries, LMFNetwork.com Corporation is the controller for personal data provided to, collected by, or processed in connection with our Services.

As a Visitor or Member of our Services, the gathering, utilization, and sharing of your personal data are subject to this Privacy Policy, along with other referenced documents and any updates.

Changes:

Changes to the Privacy Policy are applicable to your use of our Services from the "effective date" onward. We, LMFNetwork.com ("we" or "us"), reserve the right to modify this Privacy Policy. In the case of significant changes, we will provide notice through our Services or other means, allowing you to review the alterations before they take effect. If you disagree with any changes, you have the option to close your account. Your continued use of our Services post-publication or notification of changes implies your acceptance of the updated Privacy Policy as of its effective date.

1. Data Collection

1.1 Information You Provide

To create an account on LMFNetwork.com, you are required to input certain data. During registration, you need to furnish details such as your name, email address and/or mobile number, and create a password.

If opting for a premium service, payment information (e.g., credit card) and billing details will also be necessary.

Building Your Profile

The creation of your LMFNetwork profile involves choices regarding information such as education, work experience, skills, photo, city or area, and endorsements. While providing additional profile details is optional, a comprehensive profile enhances your experience on our platform, aiding recruiters and business opportunities in discovering you. The inclusion of sensitive information on your profile and its visibility to the public are decisions entirely up to you. Please refrain from posting personal data that you would prefer not to be publicly accessible.

Data Submission and Uploading

LMFNetwork.com collects personal data when you provide, post, or upload information on our platform. This includes filling out forms with demographic or salary data, responding to surveys, or submitting a resume or job application. When syncing your address book or calendar, we receive contacts, including information added by your service provider(s) or app during communications.

Posting or uploading personal data is not mandatory, but choosing not to do so may limit your ability to grow and engage with your network on LMFNetwork.com.

1.2 Information from External Sources

Content and News

On LMFNetwork.com, users may post content, including information about you, through articles, posts, comments, and videos. Additionally, public information, such as professional-related news and accomplishments, may be collected and made available as part of our Services, subject to your settings and notifications.

Contact and Calendar Information

Personal data, including contact information, may be received when others sync their contacts or calendar with our platform. This includes associating their contacts with Member profiles, uploading business cards, or sending messages. If you or others choose to sync email accounts, we collect "email header" information associated with Member profiles.

Partners

When using services from our customers and partners, such as employers or applicant tracking systems, personal data (e.g., job title and work email address) may be provided about you.

Related Companies and Other Services

Using other services offered by us or our affiliates, including Microsoft, may result in data collection about you. For instance, information about your contacts in Microsoft apps, such as Outlook, may be shared to enhance professional networking on LMFNetwork.com.

1.3 Usage of Services

We track your visits and use of LMFNetwork.com, including mobile apps, logging data when you view or click on content, perform searches, or share articles. Log-ins, cookies, device information, and IP addresses are utilized to identify and record your usage.

1.4 Your Device and Location

When visiting or leaving LMFNetwork.com, we receive information about the sites you came from and go to, along with details about your network and device. If using our Services on a mobile device, location data may be obtained based on your phone settings, with your consent.

1.5 Messages

Interactions through messages on LMFNetwork.com are collected for analysis. Automatic scanning technology is employed to suggest responses and manage or block content violating our User Agreement or Professional Community Policies.

1.6 Workplace and School Provided Information

If your organization purchases a premium service for your use, they may provide personal data about you, including contact information and eligibility details.

1.7 Sites and Services of Others

Data is received when visiting sites containing our ads, cookies, or plugins, or when logging into others' services using your LMFNetwork.com account.

1.8 Other

As we enhance our Services, we may collect new data and devise new ways to utilize it. Any significant changes to data collection or usage will be communicated to you, and this Privacy Policy may be modified accordingly.

2. How We Utilize Your Information

We employ your data to deliver, support, customize, and advance our Services. The use of your personal data is contingent upon the Services you engage with, your usage patterns, and the preferences you set in your account settings. Employing automated systems and inferences, we leverage the data we possess about you to enhance the relevance and utility of our Services, including advertisements, for both you and others.

2.1 Services

Connecting with Others

LMFNetwork.com facilitates connections, job searches, and business opportunities, allowing you to stay connected with colleagues, partners, and clients. Authorization to access our Services and adherence to your settings are supported by the data you provide. You can connect with professionals of your choice, exchange opportunities, and search each other's connections. We utilize data about you, such as your profile and connections, to help others find you, suggest relevant connections, and enable you to invite others to become Members. Opting in allows us to use your precise location for certain tasks, like suggesting nearby Members or calculating the commute to a new job.

You have control over inviting someone to join our Services, sending connection requests, or allowing others to connect with you. Invitations include your network and basic profile information. Visitors have choices regarding how their data is used.

Staying Informed

LMFNetwork.com keeps you informed about professional news, events, and topics of interest. The platform also supports professional skill development. We use data about you to personalize the content you see, recommend or rank relevant content and conversations, and suggest skills for your profile. Information about your engagement with our Services is used to enhance personalization. Notifications to your network and others, such as profile updates or content postings, are facilitated using your content, activity, name, and photo.

Career Exploration

Our Services aid in career exploration, educational evaluation, and job-seeking. Your profile can be discovered by potential employers, and we use your data to recommend jobs, mentors, and relevant professional contacts. You can signal your interest in job changes and share information with recruiters. Automated systems may provide content and recommendations to enhance relevance for Members, Visitors, and customers. Maintaining an accurate profile can improve your connections and opportunities on our platform.

Productivity

LMFNetwork.com supports collaboration, client searches, and business communication. Members can communicate and schedule meetings, and with permission, we scan messages to provide tools like "bots" for tasks such as scheduling meetings, drafting responses, summarizing messages, or suggesting next steps.

2.2 Premium Services

Our premium Services cater to paying users, allowing them to search for and contact Members through our platform, facilitating endeavors such as seeking job candidates, sales leads, and co-workers. These premium features offer customized-search functionality, messaging tools, and activity alerts as part of talent, marketing, and sales solutions. Customers may export limited information from profiles unless users opt-out. Contact information is not provided without consent. Premium Services customers can store data about you in our premium Services, subject to their policies. Other enterprise Services utilizing your data include TeamLink and Elevate (content social promotion).

2.3 Communications

We engage in communication with you and facilitate interactions between Members. Settings are provided to control the types and frequency of messages received. Communication methods include email, mobile phones, website/app notices, text messages, and push notifications. Messages cover service availability, security, usage guidance, network updates, job suggestions, and promotional content. Communication preferences can be adjusted, but service messages (e.g., security notices) cannot be opted out.

We also enable communications between you and others through various features, including invitations, InMail, groups, and direct messages.

How We Share Information

3.1 Our Services

All data included on your profile and any actions (e.g., likes, follows, comments, shares) taken on LMFNetwork.com will be visible to others in accordance with your settings.

Profile:

Your profile is visible to all Members and customers. Depending on settings, it may also be visible to Visitors or users of third-party search engines. Visibility is influenced by factors like your connection level, subscriptions, usage patterns, and search types.

Posts, Likes, Follows, Comments, Messages:

Content shared publicly is viewable and can be reshared. Group posts are visible to group members. Information shared on companies' pages is viewable. Actions like following or liking content are visible to others. Sender actions on messages are notified, and subject to settings, profile views are shared.

Enterprise Accounts:

Access to enterprise Services may be provided by your employer. Relevant data sharing permissions are sought before using such Services.

3.2 Communication Archival

Certain Members may need to archive communications outside of our Service for legal or professional compliance.

3.3 Others' Services

Linking your account with other services may allow them to access your contacts' profiles or share your content. Excerpts from your profile may appear on others' services based on settings. Third-party services have their privacy policies, and you can revoke linked accounts.

3.4 Related Services

Data is shared across our Services and affiliated entities for development and relevance improvement.

3.5 Service Providers

Third parties are engaged to assist with Services, and they have access to your information only as necessary for specific tasks.

3.6 Legal Disclosures

Your data may be shared when required by law or to protect rights, safety, or investigate illegal activities.

3.7 Change in Control or Sale

In the event of a sale, merger, or change in control, your data may be shared with the acquiring entity, ensuring adherence to this Privacy Policy.

4. Your Choices & Obligations

4.1 Data Retention

We retain most of your personal data for as long as your account is active. Your information, including user-provided and usage-generated data, is maintained during the account tenure. Certain insights may be retained in a depersonalized or aggregated form.

4.2 Rights to Access and Control Your Personal Data

You have the right to access, edit, or delete your personal data. Numerous choices are available, from managing profile information to controlling post visibility, advertising preferences, and communication settings.

For your personal data:

- Delete Data: Erase or delete some or all personal data.
- Change or Correct Data: Edit personal data through your account.
- Object, Limit, or Restrict Use of Data: Stop or limit the use of personal data.
- Right to Access and/or Take Your Data: Request a copy of personal data in a machine-readable form.

Visitors can make these requests [here](#). Residents in the Designated Countries may have additional rights as per regional laws.

4.3 Account Closure

Some data is retained even after account closure for legal, security, or dispute resolution purposes.

Closed accounts are generally deleted within 30 days, excluding certain retained information necessary for specified reasons.

After account closure:

- Personal data becomes invisible within 24 hours.
- Retained for legal compliance, regulatory needs, dispute resolution, security, fraud prevention, enforcement of agreements, or opt-out requests.
- De-personalized information is preserved post-account closure.
- Shared information (e.g., InMail, group posts) remains visible, and control is limited over data copied by other Members.

5. Other Important Information

5.1. Security

Security measures, such as HTTPS and system monitoring, are implemented to safeguard data. Users are encouraged to utilize available security features.

5.2. Cross-Border Data Transfers

Data processing occurs both inside and outside the United States, utilizing legally-provided mechanisms for lawful data transfer across borders. The laws of processing countries may differ from the user's own, potentially providing different levels of protection.

5.3 Lawful Bases for Processing

Collection, use, and sharing of user data are based on lawful grounds, including consent, contract, and legitimate interests. Users can withdraw consent or object to legitimate interest-based processing.

5.4. Direct Marketing and Do Not Track Signals

No personal data is currently shared for third-party direct marketing without user consent. The platform's response to "do not track" signals is addressed in its policies.

5.5. Contact Information

Users can contact LMFNetwork.com for queries or complaints. The company provides options for resolution, and residents in designated regions may have additional avenues under applicable laws. The Data Protection Officer can be contacted for specific concerns.