

Privacy Policy

Data Protection Notice

This notice confirms BBBSPBMC's commitment to protecting the privacy of the personal data of our consumers, donors, employees, and other individuals.

Our Information Security Policy is aligned to NIST CSF to ensure that personal data processes are conducted using best practice processes.

This Privacy Notice describes BBBSPBMC's policies and practices regarding collection of personal data and privacy rights. From time to time this Privacy Notice will be updated and new data practices will be implemented. If you have questions about this Privacy Notice or data handling practices, please contact info@mentorb主.org.

How personal information is collected and used

Personal information is collected about consumers, donors, employees, and other individuals. The information is generally limited information that is publicly available and general in nature, i.e., first and last name; email address; phone number, etc. The information collected includes but is not limited to assisting in providing services, marketing, donor relations and development. Personal information is not sold to anyone or shared with third parties unless they assist in delivering services.

Most information is provided directly to BBBSPBMC. In some cases, information is received by third parties. This may happen when you come into contact with BBBSPBMC's website through its marketing campaigns, donor relations efforts, or attending a conference, training or event. A third-party training partner, corporate donor partners or other service used to facilitate BBBSPBMC's services may also share your personal information with BBBSPBMC when you engage with the third party. You may always access and update your data by contacting BBBSPBMC at info@mentorb主.org.

Use of the mentorb主.org Website

When engaging with BBBSPBMC's website, certain information is automatically collected and stored. The information may include internet protocol (IP) addresses, the region or general location where your computer or device is accessing the internet, browser type, operating system and other usage information about the use of the website, including a history of the pages viewed. Information is used to help customize the website and to diagnose problems, optimize the website, analyze trends, track visitor movements, and gather broad demographic information that assists with visitor preferences.

Personal information BBBSPBMC collects:

1. Donors, agencies, employees: name, title, your employer's name, your work address (including your country location), and your personal email address, a personal mailing address, a mobile phone number, payment/billing information, profile photograph, any voluntary information and option to opt-in to publish information to others.

Personal information may also be collected for access to web training sessions or web-based conferences, marketing campaigns, media, donor engagement, and conference and meeting attendance whether as an attendee or presenter. BBBSPBMC does use third party event vendors for registration, badge printing and other conference logistics

that may also use personal information collected. Through its apps and services, those vendors will request information needed to participate in its service.

1. BBBSPBMC is not responsible or liable for content provided on any of these third-party websites or personal information collected for use of their website in connection with engaging with BBBSPBMC's website or in connection with BBBSPBMC web conferences or trainings. Any subscription services provided by BBBSPBMC that are necessary because it helps send emails, manage subscribe/unsubscribe features, and improve the effectiveness of our emailing services may be managed directly by BBBSPBMC or a third party. Any third-party subscriptions used by BBBSPBMC must comply with all applicable data and privacy regulations. You may manage subscriptions by subscribing or unsubscribing at any time.

2. Personal information used by independent contractors to conduct the training and third parties to provide the training venues may be stored in BBBSPBMC's database (hosted by a cloud service provider) and may also be shared with training partners, trainers, and/or the venue hosting the event (to verify identity). Training partners, trainers, and data transfer will not share information or use your personal information other than to provide services.

Communications with the BBBSPBMC

Any communication via email, the postal service, or other form of communication, may be retained and the information contained in it and used to respond to inquiries or to keep record of requests or concerns. If you do not want BBBSPBMC to retain personal information or track communication, please contact make that request at info@mentorbig.org.

Payment and purchase information

Typically, payment card information is provided directly by users, via BBBSPBMC's website, into the PCI/DSS-compliant payment processing service to which BBBSPBMC may not, itself, process or store the card information.

Ecommerce systems collect shipping and billing information to fulfill product orders, and BBBSPBMC relies on the legitimate interest basis for processing personal data related to fulfillment.

When and how we share information with others

The personal information collected is stored in one or more databases hosted by third parties located in the United States. These third parties do not use or have access to personal information for any purpose other than cloud storage and retrieval.

Personal information collected is not disclosed unless: (1) you request or authorize it; (2) it's in connection with BBBSPBMC-hosted conferences and events as described above; (3) the information is provided to comply with the law (for example, to comply with a search warrant, subpoena, or court order), enforce an agreement we have with you, or to protect our rights, property or safety, or the rights, property or safety of BBBSPBMC employees or others; (4) the information is provided to our agents, vendors or service providers who perform functions on BBBSPBMC's behalf; (5) to address emergencies or acts of God; or (6) to address disputes, claims, or to persons demonstrating legal authority to act on your behalf. Aggregated data may be gathered about users and Site visitors and disclose the results of such aggregated (but not

personally identifiable) information to partners, service providers, and/or other third parties for marketing or promotional purposes.

BBBSPBMC's website interfaces with social media sites such as Facebook, LinkedIn, Twitter and others. If you choose to "like" or share information from BBBSPBMC's website through these services, you should review the privacy policy of that service. If you are a member of a social media site, the interfaces may allow the social media site to connect your site visit to your personal data.

Data subject rights (users of this website)

The European Union's General Data Protection Regulation ("GDPR"), the European Union ("EU") and European Economic Area ("EEA") and other countries' privacy laws provide certain rights for data subjects/users. This Privacy Notice and BBBSPBMC's privacy and data protection practices are intended to comply with all applicable laws and regulations wherever users may be using the website. This Privacy Notice is intended to provide information about what personal data is collected by BBBSPBMC and how it is used.

In many countries and in some States, a complaint may be filed with the appropriate data protection authority if you have concerns about how your personal data is processed.

California resident users who are categorized as consumers, are subject to the California Consumer Privacy Act of 2018 as amended by the California Privacy Rights Act of 2020 (collectively "CPRA"). These users may request information about: the purpose of the processing; the categories of personal data concerned; who else might have received the data from; the source of the information (if you didn't provide it directly); and how long it will be stored. Users have a right to correct (rectify) the record of your personal data maintained if it is inaccurate. Users may request data be erased or that data cease being processed, subject to certain exceptions. Users may also request BBBSPBMC cease using your data for direct marketing purposes. This description of rights pursuant to CPRA is not intended to be exhaustive

If you have any questions or wish to confirm your data is being processed or confirm what data you is about is available, please contact us at info@mentorbig.org.

To help protect the privacy of data and personally identifiable information physical, technical and administrative safeguards are routinely maintained, updated and tested. Access to personal data is restricted to those employees on a need-to-know basis to provide benefits or services. In addition, employees are trained in the importance of confidentiality and maintaining the privacy and security of information.

Children's privacy online

BBBSPBMC does not intentionally collect information on its website from those under 13, and it's requested that those under 13 do not provide any personal information through this website. If anything is intended for those under 13 is offered through this website, it will be governed by a separate privacy policy.

Data storage and retention

Your personal data is stored on BBBSPBMC's servers, and servers of third-party cloud-based database management services BBBSPBMC engages, located in the United States. Data is retained for the duration of user's business relationship with the

BBBSPBMC and for a period thereafter to allow for recovery of accounts, to analyze the data, and for historical and archiving purposes. For more information on where and how long your personal data is stored, your rights of erasure and portability, contact info@mentorbig.org.

Any material changes to this notice will be made on this page. Subject to any applicable legal or regulatory requirements, the updated notice will be immediately binding and immediately take effect.

All the above categories exclude text messaging originator opt-in data and consent; this information will not be shared with any third parties.

DATED: November 2025