

Effective August 17, 2024

This Privacy Policy describes how the Frederick A. DeLuca Foundation and/or the Elisabeth C. DeLuca Foundation (collectively, the “**Foundation**” or “**we**”) collects, uses, shares, and protects personal information when you interact with a website or social media page (or other social media presence) that links to this Privacy Policy (collectively “**Site**”) or when you communicate with us.

Information We Collect

Information You Provide

We collect personal information from you when you voluntarily provide it to us. This includes when you:

- *Contact the Foundation:* When you contact us via email, mail, phone, or our social media pages, we will collect your name, contact information, and any other information you choose to include when you communicate with us.
- *Apply for a position:* If you apply for a position with the Foundation, we will collect your name, contact information, resume, employment history, educational history, and optional demographic information.

In addition, if we include a Request for Proposal on the Site and you submit a Proposal in response (on behalf of yourself or an organization), we collect any personal information (such as education, qualifications, role(s) and responsibilities) that is included in such response.

Information Collected Via Cookies

When you interact with the Site, certain information about your interaction is automatically collected from your device, browser and/or other computing environment/tools/application via cookies and similar technology (referred to herein simply as “cookies”). A typical cookie is a small text file downloaded to your device that allows our Site to recognize your device. Cookies perform a number of different functions. Cookies provide core website functionality, let you navigate our website efficiently, and help with security and fraud prevention. Cookies may collect your IP address, details about your interaction with our Site (e.g. pages or content accessed), and device-related information (e.g. device type, browser type).

You may be able to modify your browser setting to disable or reject cookies across the Internet; however, if you do so, some features of our Site may not function properly or may not be available. Please note that, if you choose to use browser settings in this way, you will

need to do so on each browser on each device you use to visit our Site. Your browser or device may include “Do Not Track” functionality; please note that we do not respond to such signals at this time.

From Social Media Presence

We maintain a social media presence. You can interact with us through social media, such as by posting content or sharing material on a Site in the form of a social media page (or other social media presence) that we manage. When you interact with us using social media, we receive whatever you post or submit, and in some cases we may also receive information profile-related information from the social media platform such as your social media user ID and profile picture, as may be determined by your privacy settings on the social media platform. We use information received from our social media presence for the same purposes as we use other information you submit as described in this Privacy Policy. Please note that use of social media platforms is governed by the applicable social media operator’s privacy policy and terms of service, which govern the operator’s handling of information you submit on those platforms (including any information you submit on those platforms through our page or other presence).

How We Use Personal Information

We use the personal information we collect for the following purposes:

- To provide our Site and develop content.
- To administer, inform, and otherwise further the Foundation’s missions, strategies, and charitable activities.
- To respond to your requests, questions, and comments, and in some situations to provide important notices.
- To send you information about the Foundation and the issues we care about. If at any time you no longer wish to receive these types of communications from us, you may click an unsubscribe link at the bottom of an email from us or you may so notify us using the contact information provided below (although we will still communicate with you to respond to you or otherwise address any issues you raise and as necessary to comply with applicable law).
- To review, evaluate, and respond to any Proposal you submit (or that another person or entity submits that includes personal information about you) and related materials and communications.

- To process any employment application from you, including assessing your qualifications, conducting reference checks, and communicating with you about your application.
- To maintain and improve the Site, diagnose or fix technology problems, and monitor the performance of the Site.
- To protect our rights and the safety of the Foundation, you, and others.
- To comply with applicable law, court order, subpoena, or other legal process.

Please note that we may use and share de-identified information for any purpose consistent with our missions, such as for research, analysis, modeling, marketing, and improvement of our Site.

How We Share Your Information

We share your personal information in the following instances:

- with service providers who use the information to provide a technology or other supporting function for us, such as IT services, maintenance and hosting of our Site, and consulting and other professional services;
- with volunteers, administrators, and others who are serving roles for the benefit of the Foundation and its missions;
- between the Frederick A. DeLuca Foundation and the Elisabeth C. DeLuca Foundation for purposes consistent with their respective missions, including efficient administration and assessment of potential funding opportunities;
- as we believe necessary to comply with the law (including by responding to a court order or other legal process) or to protect the rights and safety of the Foundation and others; and
- when/if we undergo a reorganization, entity transformation, operational or administrative change, or similar transition, in which case we may transfer your personal information to another entity, operator and/or their affiliates or service providers in connection with any such transition (and we will make reasonable efforts to arrange for ongoing treatment of your personal information in a manner consistent with this Privacy Policy).

How We Protect Your Personal Information

We use a combination of physical, technical, and administrative safeguards to protect the personal information we collect. While we use these precautions to safeguard your

personal information, we cannot guarantee the security of the networks, systems, servers, devices, and databases we operate or that are operated on our behalf. If you use our Site outside of the United States, you understand and acknowledge that we may collect, process, and store your personal information in the United States and other countries in connection with such use.

Third Party Websites

Our Site may contain links to third-party websites, content, and other services. We do not make any representations and are not responsible for any content, features, functionality, or privacy practices of such linked third-party services. Any information you provide to those services is subject to the applicable third-party privacy policies and is not covered by this Privacy Policy.

Updates

We reserve the right to change this Privacy Policy on a going-forward basis at any time. Please check this page periodically for changes. The date at the top of this Privacy Policy indicates when this Privacy Policy was last revised.

Contact

For questions or concerns, please contact us at communications@delucafdn.org.