

Effective Date: November 1, 2019

PLEASE READ. YOUR USE OF THIS WEBSITE IS SUBJECT TO THE FOLLOWING PRIVACY POLICY AND TERMS AND CONDITIONS

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1. Notice

1. The "Website" refers to the website at www.davidbayer.com its subdomains, and related domains. This Website is owned or operated by Grant Porteous Coaching, LLC and/or its subsidiary companies in the United States of America (collectively, "COMPANY"). This privacy policy ("Privacy Policy") applies to information that you provide to COMPANY via this Website, and/or by use of other services (collectively, the "Services") that may be provided by other means or media, including as set forth below.
2. This Privacy Policy is intended to provide you notice of COMPANY's information management practices, including the types of information gathered, how it is used and safeguarded, and the degree to which you may control the maintenance and sharing of your information. Your use of any COMPANY Service or Website constitutes acceptance of this Privacy Policy and any other applicable terms.

2. Personally Identifiable Information That We Collect

1. COMPANY respects your privacy and is committed to protecting personally identifiable information that you provide in connection with your use of its Websites and Services. Such personally identifiable information collected includes your name, shipping address, billing address, telephone numbers, e-mail address, and payment information such as your credit card number.

3. E-mail Newsletter Subscriptions

1. To subscribe to our e-mail newsletters, if any, you will need to provide your e-mail address. You may also be asked for other information when you subscribe.

4. User Accounts

1. In order to use our chat rooms, message boards, and certain other Services, you will need to register and create a user account ("User Account"). There is no cost to create a User Account in most cases. You may be asked to choose a user name, screen name, or member name (each, a "User Name") and password. Please do not use your real name or the real name of another person when selecting a User Name. You will also be asked to provide certain personally identifiable information and other information about yourself, such as your first and last name, date of birth, address, telephone number, and e-mail address.
2. Please note that your User Name will be available to the Internet's general public while you participate in some Services, like chat rooms, forums or message boards, so you should exercise discretion when using these Services. This Privacy Policy does not apply to any information you may disclose publicly in such Services. In some instances, you may choose to create a "Public Profile" that will be available to others on the Internet. Public Profiles are managed entirely by you, and you are solely responsible for your Public Profile's content and its "public" or "private" status. The Company bears no responsibility for any action or policies of any third parties who collect any information that users may disclose in user forums or other public areas of this Website. You are also responsible for maintaining and updating the registration information in your User Account with current and complete information. You may access, edit or remove your Public Profile by signing in to your User Account and following the directions there.

You can also send an e-mail to info@davidbayer.com to request deactivation of your User Account.

3. You can unsubscribe from receiving commercial e-mail from the Website by clicking the link contained within such e-mails sent to you. You should be aware that it is not always possible to completely remove or modify information in our databases. In addition, we may institute a policy in which user information is deleted after a certain amount of time, and therefore, your user information may no longer exist in the COMPANY's active database(s). In addition, even if you choose to unsubscribe or otherwise modify your User Account settings, the COMPANY reserves the right to contact you regarding your account and your use of this Website.
5. Special Promotions and Purchases; Submission of Content to be Published
 1. To participate in some Services such as sweepstakes, contests and surveys ("Special Promotions"), or to make online purchases ("Purchases"), you will need to provide personally identifiable information, such as name, mailing address, e-mail address, phone number, and date of birth. Your information may be collected by COMPANY or by a third party, such as a co-sponsor or a vendor involved in, or providing services in connection with, a Special Promotion, or an e-commerce partner in the case of a Purchase.
 2. If you make a Purchase or enter a sweepstakes or other Special Promotion on one of our sites or through our Services, COMPANY will collect your personally identifiable information, and you are deemed to consent to us providing your information to third parties who provide certain services such as processing of credit card transactions, customer service, promotion or sweepstakes administration, order fulfillment and/or prize delivery, as applicable. (As more fully described below in "Use, Disclosure, and Sharing of Information – Personally Identifiable Information", these third parties are prohibited from using this information for their own marketing purposes and/or from sharing, selling, or otherwise distributing any personal data of our customers, unless you choose to opt in for such additional uses and/or disclosure by the third parties, under their respective privacy policies.). Also, by entering a sweepstakes or other Special Promotion, you are agreeing to the official rules that govern that sweepstakes or other Special Promotion, which may

contain specific requirements of you, including, except where prohibited by law, allowing the sponsor(s) of the promotion to use your name, voice or likeness in advertising or marketing associated with the promotion.

3. If you make a purchase or enter a promotion (such as a sweepstakes) in which COMPANY is participating on a third party's website (or through some other means or medium), we will collect your information from the third party only if you opt-in to receive additional communications from us, or we are required to fulfill some function in relation to your activity (e.g., to send your order or deliver a prize).
4. If you submit to the Website a comment, photograph or other content to be published, online or offline (including on-air, in a DVD, or any other format), we may publish your name or other personally identifiable information in connection with publishing the content and you are hereby deemed to give us permission to do such.

6. Information Collected by Other Means or Media

1. In some situations, we may also collect personally identifiable information and other information about you through other means, directly or indirectly. For example, if you access any COMPANY content, or purchase such content via your wireless carrier or through another third party, the COMPANY may collect information directly from you or through the third party. Likewise, if you use our software, or provide information to other companies who share information about their customers, we may collect additional information about you. In each of these cases, the COMPANY will apply this policy to any personally identifiable information.

7. Information About Other People

1. Some COMPANY Websites and Services may ask you to submit personally identifiable information about other people. If you provide us with personally identifiable information of a friend, or your friend provides personally identifiable information about you, to e-mail a feature from the Website, the e-mail addresses you or your friend supply us for those activities will not be used to send you or your friend other e-mail communications unless disclosed at the time you provide the information. A record of that transaction will be maintained as allowed and/or required by law.

8. Customer Service

1. Some Services may offer support and technical assistance through customer service centers via telephone, online chat, or e-mail. Whenever you communicate with customer service, you do so with the understanding that an operator may view and make changes to the information in your User Account in order to provide the assistance that you need.

9. Non-Personally Identifiable Information That We Collect

1. As part of the registration process for some Services, you may be asked to provide information that does not personally identify you. For example, you may be asked to provide information concerning your personal preferences, purchasing habits, and the like. This information is generally optional but may be included in your User Account profile. COMPANY requests this information to understand you better and to also bring to your attention new services, programs, or offers that may be of interest to you.
2. In many cases, COMPANY will automatically collect certain non-personally identifiable information about your use of its sites and Services. COMPANY might collect, among other things, information concerning the type of Internet browser or computer operating system you are using, the domain name of your Internet service provider, your "click path" through the COMPANY sites or "click-through" from an e-mail, the Website or advertisement that was linked to or from the COMPANY site when you visited, and your IP address. To do this, COMPANY may use cookies and other technology (see below). If you are using our wireless Services, we may also automatically collect information such as the type of wireless device you are using, your mobile identification number (assigned by your telecommunications carrier) and telecommunications carrier. Your use of our Websites and Services, and information provided through these technologies, will be anonymous unless you provide us with personally identifiable information or have provided such information in the past.

10. Cookies and Related Technology

1. This Website's pages or e-mail messages may contain cookies, web beacons (also known as clear gifs), or similar technologies as they become available. Cookies are information files that this Website may place on your computer to provide extended functionality. The COMPANY may use cookies for a number of purposes,

such as tracking usage patterns on the Website, measuring the effectiveness of advertising, limiting multiple responses and registrations, facilitating your ability to navigate the Website and as part of a verification or screening process. Most browsers are initially set up to accept cookies. Most browsers will allow you to erase cookies from your computer hard drive, block acceptance of cookies, or receive a warning before a cookie is stored. You should refer to your browser instructions, "Help" screen, or similar such resource to learn more about how to manage cookies and possibly reset your browser to refuse all cookies or to indicate when a cookie is being sent by indicating this in the preferences, options, or similar such menu in your browser. However, it is possible that some parts of this Website will not operate correctly if you disable cookies and you may not be able to take advantage of some of this Website's features. You should consult with your browser's provider/manufacture if you have any questions regarding disabling cookies.

2. The COMPANY's web pages may include advertisements for third parties and their products, and those third-party advertisements may include a cookie or web beacon served by the third party. The COMPANY does not control cookies in such third party ads, and visitors are encouraged to check the privacy policies of advertisers and/or ad services to learn about their use of cookies and other technology. The COMPANY's Privacy Policy does not cover the use of information collected from you by third party ad servers. These companies may use information (not including your name, address, e-mail address or telephone number) about your visits to this and other Websites in order to provide advertisements on this site and other sites about goods and services that may be of interest to you.
3. A web beacon is a small graphic image that allows the party that set the web beacon to monitor and collect certain information about the viewer of the web page, web-based document or e-mail message, such as the type of browser requesting the web beacon, the IP address of the computer that the web beacon is sent to and the time the web beacon was viewed. Web beacons can be very small and invisible to the user, but, in general, any electronic image viewed as part of a web page or e-mail, including HTML based content, can act as a web beacon. The COMPANY may use web beacons

to count visitors to the web pages on the Website or to monitor how our users navigate the Website, and the COMPANY may include web beacons in e-mail messages in order to count how many messages sent were actually opened, acted upon or forwarded.

11. Special Notice Regarding Children Under 13

1. COMPANY recognizes the sensitivity of personally identifiable information concerning children under the age of 13 and therefore provides this special notice. COMPANY is committed to complying with all applicable laws and regulations regarding children, including the Children's Online Privacy Protection Act ("COPPA"). Except in limited circumstances allowed by COPPA, COMPANY will not knowingly collect, maintain, or disclose any personally identifiable information from a child under 13 without first obtaining consent from that child's parent or legal guardian.
2. If you are a parent or guardian who has discovered that your child under the age of 13 has submitted his or her personally identifiable information without your permission or consent, COMPANY will make reasonable efforts to remove the information from its active list, at your request. To request the removal of your child's information, please send an e-mail to donna@grantporteous.com and be sure to include in your message the same User Name and password and/or e-mail address that your child submitted.
3. COMPANY encourages parents and guardians to spend time online with their children to become familiar with the types of content available on the COMPANY Web sites and the Internet generally.

12. Use, Disclosure, and Sharing of Information

1. Non-Personally Identifiable Information

1. From time to time, COMPANY may use and share with third parties aggregate, non-personally identifiable user information to show general demographic and preference information among users of the COMPANY Web sites. When you visit or download information from this Website, our web servers may automatically collect website usage information. Website usage information is non-personally identifying information that describes how our visitors use the Website. It can include the number

and frequency of visitors to each web page and the length of their stays, browser type, referrer data that identifies the web page visited prior and subsequent to visiting the Website, and IP addresses (see below for more information on IP addresses). COMPANY may use IP addresses for a number of purposes, such as system administration, to generally determine your computer's server location, to report aggregate information to our business partners or to audit use of the Website. We also may determine your screen resolution and the technology available in order to serve you the most appropriate version of a web page, e-mail or similar service.

2. Personally Identifiable Information

1. COMPANY uses information about you to deliver the Services that you request, to keep you informed about changes affecting our Services or your account, to inform you of other Services or offers in which you might be interested, and to improve and enhance our sites and Services. If you provide COMPANY with personally identifiable information, we will take all reasonable and appropriate steps to protect it from unauthorized disclosure.
2. If you opt in to receive e-mail from us, you can always opt out of future marketing messages by following the directions in each message to "unsubscribe". However, if you choose to opt out of marketing messages, we reserve the right to contact you regarding your account status, technical support, product information, changes to account terms, and any other matter that might affect our service to you and/or any products you purchased from us or registered with us, as applicable.
3. As stated in the Terms and Conditions, you will be deemed to have consented to the disclosure to, and use by, a subsequent owner or operator of a COMPANY Website or Service, of any information about you contained in the applicable COMPANY

database, if COMPANY or one of its companies assigns its rights and obligations regarding any of your information at the time of a merger, acquisition, or sale of all or substantially all of COMPANY's or such COMPANY company's assets related to the applicable site or Service to a subsequent owner or operator.

4. The COMPANY and its companies may work together in order to provide portions of the COMPANY Websites and some Services (e.g., to fulfill prizes won in a sweepstakes, or to provide other support for a Service). These companies will handle your personally identifiable information in accordance with this Privacy Policy.
5. As stated above in "Personally Identifiable Information That We Collect – Special Promotions and Purchases; Submission of Content to be Published", COMPANY may also work with third parties to provide some Services on our Websites. In connection with those Services, you are deemed to consent to us sharing your information with third parties who provide services such as processing of credit card transactions, customer service, promotion administration, order fulfillment and/or prize delivery, as applicable. Third parties who provide, or participate in, Services on COMPANY Websites are prohibited from using our customers' personally identifiable information for marketing purposes and/or from sharing, selling, or otherwise using such information, unless you choose to opt in to marketing, sharing, or other uses by the third parties. If you do not want your information to be used for marketing (or other purposes unrelated to the provision of COMPANY Services) by a third party who participates in a Service on one of our sites, do not opt in to such use by that third party when you register to participate in the Service.
6. Please note that whenever you opt in to receive future communications from a third party, your information will be subject to the

third party's privacy policy. If you later decide that you do not want that third party to use your information, you will need to contact the third party directly, as we have no control over how third parties use information. You should always review the privacy policy of any party that collects your information to determine how that entity will handle your information.

7. COMPANY will not share, sell, rent, or disclose any personally identifiable information that we have collected except as stated herein, or in the following instances; 1) where we supply companies we have associations with, with your information in order to offer you services we feel may be of interest to you and who may then contact you by telephone or direct mail (unless you have opted out of their marketing programs under the procedures set forth by them); 2) where we are required by law, legal process, or court order to disclose; 3) where disclosure is necessary to identify, contact, or bring legal action against someone who may cause or be causing harm to, or interference with, the COMPANY's rights or property, other COMPANY Website users, or anyone else; or 4) to respond to an inquiry, request or complaint that you have made. COMPANY may also use IP addresses it collects in cooperation with Internet service providers, to identify users if we deem it necessary to comply with law, to enforce compliance with this Privacy Policy or our Terms and Conditions, or to protect our sites, customers, or others.

13. Our Commitment to Data Security

1. While COMPANY takes reasonable and appropriate precautions to protect your personally identifiable information from unauthorized disclosure and to prevent possible security breaches in our Websites, Services, and customer databases, no website, Internet transmission, computer system, or wireless connection is completely secure. Consequently, COMPANY cannot guarantee that unauthorized access, hacking, data loss, or other breaches will never occur. Your use of the COMPANY

Websites and Services is at your own risk. COMPANY urges you to take steps to keep your information safe by memorizing your password or keeping it in a safe place (separate from your account information), logging out of your User Account, and closing your Web browser.

2. Whenever you give COMPANY sensitive or confidential information (for example, credit card numbers for Purchases), COMPANY will take commercially reasonable steps to protect the information by establishing a secure connection with your Web browser. COMPANY employs a security technology known as a secure-socket-layer ("SSL") to protect the transmission of payment information to the site. Unless otherwise specified herein or on the Website where you make a Purchase, credit card numbers are used only for payment processing and are not retained for marketing purposes.

14. Hyperlinks To and From Other Sites

1. COMPANY sites may frame, and/or contain links to, or advertisements about, non-COMPANY Web sites. Other sites may also reference, advertise, or link to COMPANY Websites. COMPANY does not endorse or sponsor other websites, is not responsible for the privacy practices or the content of non-COMPANY sites, expressly disclaims any statements or assertions made on such websites, and denies and disclaims all liability associated with your use of, and the content on, such other sites and advertisements.

15. Consent to Processing in the United States

1. By providing any personally identifiable information to COMPANY, all users, including, without limitation, users in the member states of the European Union, fully understand and unambiguously consent to this Privacy Policy and to the collection, storage, and processing of such information in the United States of America.

16. Contact Us Regarding Privacy

1. COMPANY is dedicated to protecting your personally identifiable information and welcomes comments and questions on this Privacy Policy. You may e-mail your questions or comments to:
2. donna@grantporteous.com
3. Please note that information submitted to the Website via a "contact us," "help" or other similar e-mail address or form will not necessarily receive a response. We will not use the information provided to these e-mail

addresses or forms for marketing purposes unrelated to your request.

17. Notification of Changes

1. COMPANY reserves the right to change this Privacy Policy and its Terms and Conditions at any time. In case of any material change to the Privacy Policy, we will replace the "Privacy Policy" link on the home page of our sites with a link entitled "Updated Privacy Policy" for no less than 30 days. All changes to the Privacy Policy and/or Terms of Service will be effective when posted, and your continued use of any COMPANY Website or Service after the posting will constitute acceptance of, and agreement to be bound by, those changes.

2. PRIVACY NOTICE

This privacy notice applies solely to information collected by this web site. It will notify you of the following: 1. What personally identifiable information is collected from you through the web site, how it is used and with whom it may be shared. 2. What choices are available to you regarding the use of your data. 3. The security procedures in place to protect the misuse of your information. 4. 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 as 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.

3. 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 given 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.

4. 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. If you feel that we are not abiding by this privacy policy, you should contact us immediately by calling 231.631.1557 or via email at donna@grantporteous.com.

18. GDPR Data Policy (effective May 23, 2018)

1. Collection and Use of Personal Information. Grant Porteous Coaching, LLC (also referred to herein as "Grant Porteous Coaching") may collect personal information from You. Personal information is information relating to an identifiable person who can, by virtue of such information, be directly or indirectly identified. You may be asked to provide Your personal information anytime You are in contact with Grant Porteous Coaching or a Grant Porteous Coaching affiliated company. Grant Porteous Coaching and its affiliates may share this personal information with each other and use it consistent with this Privacy Policy. They may also combine it with other information to provide and improve our products, services, content, and advertising. You are not required to provide the personal information that we have requested, but, if You chose not to do so, in many cases we will not be able to provide You with our products or services or respond to any queries You may have.

2. What personal information we collect. When You create a Grant Porteous Coaching User Account, purchase a product, download a software update, or contact us, we collect a variety of information, including Your name, mailing address, phone number, e-mail address, and contact preferences. When payment, or payment information, is required, we will direct You to submit credit card information through a third-party. When You, as a Grant Porteous Coaching Account Holder, acquire information regarding Your customers and then upload that information to Grant Porteous Coaching, Grant Porteous Coaching will store whatever personal information regarding Your customers that You have uploaded on Grant Porteous Coaching production servers.
3. How we use Your personal information.
 1. The personal information we collect allows us to keep You posted on Grant Porteous Coachings' latest product announcements, products updates, and upcoming events. If You don't want to be on our mailing list, You can opt out anytime by navigating to the unsubscribe link in the last e-mail You received from Grant Porteous Coaching. You will have the option to unsubscribe from an individual list, or from all Grant Porteous Coaching lists.
 2. We also use personal information to help us create, develop, operate, deliver, and improve our products, services, content and advertising, and for loss prevention and anti-fraud purposes.
 3. We may use Your personal information, including date of birth, to verify identity, assist with identification of users, and to determine appropriate services. For example, we may use date of birth to determine the age of Grant Porteous Coaching account holders.
 4. From time to time, we may use Your personal information to send important notices, such as communications about purchases and changes to our terms, conditions, and policies. Because this information is important to Your interaction with Grant Porteous Coaching, You may not opt out of receiving these communications.

5. We may also use personal information for internal purposes such as auditing, data analysis, and research to improve Grant Porteous Coachings' products, services, and customer communications.
2. Collection and Use of Non-Personal Information. We also collect data in a form that does not identify any specific individual. We may collect, use, transfer, and disclose non-personal information for any purpose. The following are some examples of non-personal information that we collect and how we may use it:
 1. We may collect information such as business, language, zip code, area code, unique device identifier, referrer URL, and the time zone where a Grant Porteous Coaching product is used so that we can better understand customer behavior and improve our products, services, and advertising.
 2. We may collect information regarding customer activities on any of our websites. This information is aggregated and used to help us provide more useful information to our customers and to understand which parts of our website, products, and services are of most interest. Aggregated data is non personal information.
 3. We may collect and store details of how You use our services. This information may be used to improve the relevancy of results provided by our services.
3. Cookies and Other Technologies. Grant Porteous Coaching websites, e-mail messages, and advertisements may use "cookies" and other technologies such as tracking, re-marketing tags, and pixels based on context, e.g., a search query, a channel You are reading, or inferred interests. These technologies help us better understand user behavior, tell us which parts of our websites people have visited, and facilitate and measure the effectiveness of advertisements and web searches. We treat information collected by cookies and other technologies as non-personal information. We design and target advertising based on how You interact with Grant Porteous Coaching. If You do not wish to receive ads targeted to Your interests from Grant Porteous Coaching, You can choose to limit ad tracking, which will opt Your Grant Porteous Coaching ID out of receiving such ads regardless of what device You are using. You

may still see ads based on context like a search query or a channel You are reading. Grant Porteous Coaching and our partners also use cookies and other technologies to remember how You use our website and Products Portals. Our goal in these cases is to make Your experience with Grant Porteous Coaching more convenient and personal, and provide You better customer service. To limit ad tracking, you may opt-out by clicking on this [tool](#) for (USA) or this [tool](#) for (EU) both of which are not directly Grant Porteous Coaching affiliated. You may also use Your browser's settings to disable cookies and other tracking tools. Please note that certain features of the Grant Porteous Coaching website will not be available once cookies are disabled. We gather some information automatically and store it in log files. This information includes Internet Protocol (IP) addresses, browser type and language, Internet service provider (ISP), referring and exit websites and applications, operating system, date/time stamp, and clickstream data. We use this information to administer the site, to learn about user behavior on the site, to improve our product and services, and to gather demographic information about our user base as a whole. Grant Porteous Coaching may use this information in our marketing and advertising services. In some cases we use a "click-through URL" linked to content on the Grant Porteous Coaching website. When customers click one of these URLs, they pass through a separate web server before arriving at the destination page on our website. We track this click-through data to help us determine interest in particular topics and measure the effectiveness of our marketing communications. We also use it to account for Affiliate activity and pay Affiliate commissions and bonuses when such arrangements exist.

4. Disclosure to Third Parties. At times Grant Porteous Coaching may make certain personal information available to strategic partners that work with Grant Porteous Coaching to provide products and services, or that help David Bayer Businesses market to customers. Personal information will only be shared by Grant Porteous Coaching to provide or improve our products, services and advertising; it will not be shared with third parties for their marketing purposes.
 1. Affiliates. David Bayer Businesses will provide Your email address to affiliates or users who refer You to us, or through whom

You create a Grant Porteous Coaching account.

2. **Service Providers.** Grant Porteous Coaching shares personal information with companies who provide services such as information processing, fulfilling customer orders, delivering products to You, managing and enhancing customer data, providing customer service, and assessing Your interest in our products and services. Grant Porteous Coaching also shares Your information with financial institutions who provide payment (both to and from You) services. These companies are obligated to protect Your information and may be located wherever Grant Porteous Coaching operates.
3. **Legal.** It may be necessary – by law, litigation, or requests from government authorities within or outside Your country of residence – for Grant Porteous Coaching to disclose Your personal information. We may also disclose information about You if we determine that for purposes of national security, law enforcement, or other issues of public importance, disclosure is necessary or appropriate. We may also disclose information about You if we determine that disclosure is reasonably necessary to enforce our terms and conditions or protect our operations or users.
4. **Corporate Change.** Additionally, in the event of a reorganization, merger, or sale of Grant Porteous Coaching we may transfer any and all personal information we collect to the relevant third party.
5. **Protection of Personal Information.** Grant Porteous Coaching takes the security of Your personal information very seriously. When Your personal data is stored by Grant Porteous Coaching, we use computer systems with limited access housed in facilities using physical security measures. When You use some Grant Porteous Coachings' products and services that by their nature are public facing, such as when You post on a Grant Porteous Coaching forum, the personal information and content You share is visible to other users and can be read, collected, or used by them. You are responsible for the personal information You choose to share or submit in these instances. For example, if You list Your name

and e-mail address in a forum posting, that information is public. Please take care when using these features.

6. **Retention of Personal Information.** Grant Porteous Coaching will retain Your personal information for as long as You have a Grant Porteous Coaching account. After Your David Bayer Businesses account is terminated, we will retain Your personal information for as long as necessary to fulfill the purposes outlined in this Privacy Policy, unless a longer retention period is required or permitted by law.
7. **Access to Personal Information.** You can help ensure that Your contact information and preferences are accurate, complete, and up to date by emailing a request to donna@grantporteous.com. For other personal information we hold, we will provide You with access (including a copy) upon Your request. We may decline to process requests that are frivolous, vexatious, jeopardize the privacy of others, are extremely impractical, or for which access is not otherwise required by local law. Access, correction, or deletion requests can be made by contacting donna@grantporteous.com.
8. **Children & Education.** We understand the importance of taking extra precautions to protect the privacy and safety of children using David Bayer Businesses products and services. Children under the age of 18 are not permitted to create their own Grant Porteous Coaching IDs; instead, a parent must obtain the account and provide the parent's information to Grant Porteous Coaching. If we learn that we have collected the personal information of a child under 18 we will delete the information as soon as possible.
9. **Third Party Sites and Services.** Grant Porteous Coaching websites, products, applications, and services may contain links to third-party websites, products, and services. Our products and services may also use or offer products or services from third parties. Information collected by third parties is governed by their privacy practices. We encourage You to learn about the privacy practices of those third parties.
10. **Your Rights Under the GDPR.** If You are a citizen or a resident of a country in the European Union, the GDPR grants You the following rights:
 1. **Access to Your Personal Data.** You have the right to receive a copy of Your personal data that is subject to processing by David Bayer Businesses. Ordinary requests will be granted without charge to You within one calendar month of when You make the request. In

cases of excessive, unreasonable, or repeated requests David Bayer Businesses may charge You a reasonable fee and may require additional time to grant Your request. Also, David Bayer Businesses may use reasonable means to confirm Your identity before granting any request for data so as to prevent granting fraudulent requests. To request a copy of Your personal data, please contact us by e-mail at

donna@grantporteous.com

2. To have Your Data Corrected. If Your personal data is erroneous or outdated, You have the right to have it corrected. To do so, please contact Grant Porteous Coaching via e-mail at donna@grantporteous.com.
3. To be Forgotten. You have the right to be forgotten by Grant Porteous Coaching. You may exercise this right by e-mailing us at donna@grantporteous.com. We will comply with Your request, at no charge to You, within one calendar month by deleting Your account, along with all of Your personally-identifiable data that is subject to any Grant Porteous Coaching processing. Naturally, after we grant Your request You will not have access to any Grant Porteous Coaching products or services unless and until You open a new Grant Porteous Coaching account. Grant Porteous Coaching may use reasonable means to confirm Your identity before granting any request for data so as to prevent the granting of fraudulent requests.
4. To Restrict Processing of Your Data. You can request that Your data not be processed via Grant Porteous Coaching partners. You can make that request by e-mailing us at donna@grantporteous.com and, if you wish, you can even specify which third parties to restrict from processing Your data. We will respond to Your request, at no charge to You, within thirty (30) days from when You make Your request. Please be advised that some of our partners, e.g., payment processors, are essential to Grant Porteous Coaching services, so that if You block processing by

them, Grant Porteous Coachings' services may be unavailable to You.

5. **Portability.** You have the right to receive a copy of Your personal data that is subject to processing by Grant Porteous Coaching in a portable format, or to have it transferred directly from Grant Porteous Coaching to another party. Ordinary requests will be granted without charge to You within one calendar month of when You make the request. Grant Porteous Coaching may use reasonable means to confirm Your identity before granting any request to transfer data to You or another party so as to prevent granting fraudulent requests. To request a copy of Your personal data in a portable format, or to request a direct transfer of Your data, please contact us by e-mail at donna@grantporteous.com
2. **Your Responsibility Under GDPR.** Grant Porteous Coaching is a data controller and will comply with its obligations under the GDPR; but with respect to Your customers, You are probably a data controller or data subject, and if any of Your customers is a citizen or a resident of a country in the European Union, then You must ensure that You comply with Your obligations as a data controller or data subject under the GDPR; namely, You must ensure that You afford Your Customers the rights identified in section (a) above. Grant Porteous Coaching sells mindset and business coaching programs, it does not provide legal advice or legal services, nor does it sell a "done-for-you" GDPR compliance package. Please consult legal counsel of Your own choosing for advice on what You need to do to comply with GDPR.
3. **Our Company wide Commitment to Your Privacy.** To make sure Your personal information is secure, we communicate our privacy and security guidelines to Grant Porteous Coaching employees and strictly enforce privacy safeguards within the company.
4. **Privacy Questions.** If You have any questions or concerns about Grant Porteous Coaching's Privacy Policy or data processing or if You would like to make a complaint about a possible breach of local privacy laws, please contact us at donna@grantporteous.com. When a privacy question or an access or download request is received we will address the specific concern or query which You are seeking to raise. In responding to Your request, we

may need to request more information from You. If You are unsatisfied with the response You receive, You may refer Your complaint to the relevant regulator in Your jurisdiction. If You ask us, we will endeavor to provide You with information about relevant complaint avenues which may be applicable to Your circumstances. If You live in the European Economic Area, United Kingdom, or Switzerland, and You wish to contact us regarding questions or to exercise Your statutory rights, please contact us at donna@grantporteous.com

5. Updates to the Policy. Grant Porteous Coaching may update its Privacy Policy and this GDPR Policy from time to time, as posted on our website.