**HR Policy Association Terms and Conditions of Membership**

Each member organization of HR Policy Association, including its employees, officers, and directors, agrees to abide by the terms and conditions of membership as set forth below. The Association may change the terms and conditions at any time with or without notice and each member organization’s continued participation in the Association shall be considered acceptance of such changes. Failure to comply with the terms and conditions may result in suspension or termination of an organization’s membership in the Association.

**Membership Benefits**

Membership benefits include but are not limited to:

* Access to the HRPA online community
* Weekly newsletters
  + - Briefing and public policy advocacy materials on relevant legislative proposals, new laws, proposed and final regulations, and state and local developments
* Briefing and best practice information on developing HR practices
* Webinars, training, and other meetings
* Access to two major membership meetings a year

**Confidentiality and Intellectual Property**

The HR Policy Association, Center On Executive Compensation, HR Policy Global, and the American Health Policy Institute memberships are corporate memberships solely for the employees of the purchasing organization. All materials and information produced by the Association for the benefit of member organizations are the sole property of the Association. The information received through any of the above memberships may not be shared with any third party without the express written consent of the Association.

**Membership Access and Membership Terms**

A member organization’s access to HR Policy Association, Center On Executive Compensation, HR Policy Global, and the American Health Policy Institute, and any materials and information produced by any of the above memberships for the benefit of member organizations, is limited solely to the purchased membership term periods for each membership.

**Privacy Policy**   
Any personal information you provide to us including and similar to your name, address, telephone number and e-mail address will not be released, sold, or rented to any entities or individuals outside of our organization except as noted below:

*Our Service Providers*

We may share your personal information with companies (including our affiliates) that perform services on our behalf, for example, companies that help process credit card payments. Our service providers are required by contract to protect the confidentiality of the personal information we share with them and to use it only to provide specific services on our behalf.

*Business Transfers*

Your personal information may be transferred to another entity (either an affiliated entity or an unrelated third party) in connection with a merger, reorganization, dissolution or similar corporate event. If such a transfer were ever to occur, the acquiring entity’s use of your personal information will still be subject to this Privacy Policy.

*Government and Legal Disclosures*

We may disclose the personal information we collect, when we, in good faith, believe disclosure is appropriate to comply with the law (or a court order or subpoena); to prevent or investigate a possible crime, such as fraud or identity theft; to enforce our Terms and Conditions; or to protect the rights, property or safety of our company, our users, or others.

**Trademarks**

HR Policy Association is the owner of the HR Policy Association, Center On Executive Compensation, HR Policy Global, and the American Health Policy Institute names, the abbreviations HR Policy and HRPA, and any and all related designs and logos associated with such names. Member organizations may not use the above trademarks in any manner without the express written consent of the Association.