

## Privacy Policy

**Effective Date:** September 12, 2025

**Last Updated:** September 12, 2025

This Privacy Policy describes how **Hospitality Internships, LLC** (“Company,” “we,” “our,” or “us”), located at P.O. Box 383254, Germantown, TN 38183, collects, uses, and protects the personal information of users who access or interact with the **Hospitality Nexus™**, **THINC Tank Media™**, and any related websites, platforms, or services (collectively, the “Services”).

By using our Services, you consent to the practices described in this Privacy Policy.

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### 1. Information We Collect

We may collect the following types of information:

- **Personal Information:** Name, email address, phone number, mailing address, academic or professional affiliation, and payment information when applicable.
  - **Account Information:** Login credentials, profile details, and preferences.
  - **Content:** Posts, comments, uploads, and other contributions you make to the Services.
  - **Usage Data:** IP addresses, device information, browser type, operating system, and activity logs.
  - **Cookies and Tracking Data:** Information collected via cookies, analytics tools, or similar technologies to improve user experience.
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### 2. How We Use Your Information

We use the collected information for the following purposes:

- To create and manage your account.
- To provide and improve the Services.
- To facilitate communication between members.
- To process payments and manage subscriptions.

- To send service updates, announcements, or promotional offers (you may opt out at any time).
  - To ensure compliance with our **Community Standards**.
  - To protect the security and integrity of the Services.
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### 3. How We Share Your Information

We do not sell your personal information. We may share it in the following limited circumstances:

- **With Consent:** When you explicitly agree to share your information.
  - **With Service Providers:** Third-party vendors that help us operate the Services (e.g., payment processors, hosting providers, analytics tools).
  - **For Legal Compliance:** If required by law, regulation, or legal process.
  - **In Business Transfers:** In case of a merger, acquisition, or sale of assets.
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### 4. Data Retention

We retain your personal information for as long as necessary to provide the Services, comply with legal obligations, resolve disputes, and enforce our agreements.

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### 5. Your Rights

Depending on your location, you may have certain rights regarding your personal information, including:

- The right to access, correct, or delete your information.
- The right to restrict or object to processing.
- The right to opt out of marketing communications.
- The right to data portability (request a copy of your data).

To exercise these rights, contact us at [Insert Contact Email].

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## **6. Cookies and Tracking Technologies**

We use cookies and similar technologies to personalize your experience, analyze site traffic, and deliver relevant content. You can adjust cookie preferences in your browser settings.

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## **7. Security of Your Information**

We implement reasonable administrative, technical, and physical safeguards to protect your information. However, no system is 100% secure, and we cannot guarantee absolute security.

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## **8. Children's Privacy**

Our Services are not directed at children under 16. If we discover that we have collected information from a child under 16 without parental consent, we will delete it immediately.

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## **9. International Users**

If you access our Services from outside the United States, you understand that your data may be transferred to and processed in the U.S., where privacy laws may differ from your country of residence.

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## **10. Changes to This Privacy Policy**

We may update this Privacy Policy periodically. Updates will be posted with revised effective dates. Continued use of the Services after changes indicates acceptance.

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## **11. Contact Information**

For questions about this Privacy Policy, please contact:

### **Hospitality Internships, LLC**

P.O. Box 383254

Germantown, TN 38183

Email: [timothy.flohr@hospitalityinternships.com](mailto:timothy.flohr@hospitalityinternships.com)