

Privacy Notice

Last Updated: August 2026

The Paul Angell Foundation (“**Paul Angell Foundation**,” “**we**,” “**us**,” or “**our**”) respects your privacy. This Privacy Notice (“**Notice**”) describes the processing of Personal Information (defined below) that is provided, collected, or disclosed while providing our grantmaking and other services to you (collectively, “**Services**”) and on our website and other online platforms that link to this Notice (collectively, “**Site**”), including when you apply for a job with us. Please read this Notice carefully to understand our policies and practices regarding your Personal Information and how we will treat it.

Personal Information We Collect

“**Personal Information**” means information that uniquely identifies, relates to, describes, or is reasonably capable of being associated with or linked to you. The categories of Personal Information we collect may include:

- *Contact Information* – If you submit an inquiry, apply for a grant, or otherwise provide information on or through our Site or Services, we may collect your contact information including your name, mailing address, email address, and phone number.
- *Usage Information* – When you use our Site, we may automatically record information, including your Internet Protocol address (IP address), geolocation of your device, browser type, referring URLs (e.g., the website you visited before coming to our Site), domain names associated with your internet service provider, and any other information regarding your interaction with our Site.
- *Employment Information* – If you apply for employment with us, we will collect Personal Information related to your potential employment, including your education and employment history, address and contact information, demographic information, and any other information included in your resume or application.
- *Communication Information* – We may collect Personal Information contained within your communications with us via email, social media, telephone, or otherwise, and in certain cases we may use third-party service providers to do so. Where permitted by applicable law, we may collect and maintain records of calls and chats with our agents, representatives, or employees.

How We Collect Personal Information

- *Directly From You* – We collect Personal Information that you provide to us directly, for example, if you choose to contact us, sign up to receive updates, apply for a grant, or otherwise utilize our Site or Services.
- *From Third Parties* – We may collect Personal Information from third parties, including but not limited to mobile device providers, Internet or mobile service providers, grant management platforms, recruiting service providers and job application portals, and background check providers.
- *Through Online Tracking Technologies* – We use cookies and similar technologies to collect Personal Information automatically as you navigate our Site. For additional information regarding our use of these technologies, see the *Cookies and Tracking Technologies* section below.

How We Use Personal Information

To the extent permitted by applicable law, we use Personal Information:

- *To provide our Site and Services*, such as providing information about our Services, processing grant and job applications, responding to inquiries, creating and maintaining business records, and undertaking or providing similar services.
- *For communicating with you*, such as responding to your questions and comments, notifying you of changes to our Site or Services, and sending you updates and information about our work and community. You may unsubscribe from these emails at any time by following the unsubscribe instructions included in the email.
- *For legal, security, or safety reasons*, such as protecting our and our users' safety, property, or rights; complying with legal requirements; enforcing our terms, conditions, and policies; detecting, preventing, and responding to security incidents; and protecting against malicious, deceptive, fraudulent, or illegal activity.
- *As part of a corporate transaction*, such as in connection with the sale of part or all of our assets or business, the acquisition of part or all of another business or another business' assets, or another corporate transaction, including bankruptcy.
- *To fulfill any other purpose for which you provide it*, including purposes described when you provide the information or give your consent.

If you are applying for employment with us, we also use Personal Information to process your job application, verify the information you have provided in your application, conduct interviews, perform background and reference checks, communicate with you and answer your questions, confirm your eligibility for employment, and improve our recruiting processes. We may also save your Personal Information for future employment opportunities with us.

How We Disclose Personal Information

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction.

We may disclose your Personal Information with your consent or in the following circumstances:

- *Service Providers* – We disclose your Personal Information to the service providers that we use to support our business, including but not limited to, website hosting providers and grant management providers. If you are applying for a job with us, this may include service providers such as recruiting service providers, background check providers, and human resource providers.
- *Reviewers* – We may disclose Personal Information to board members and other reviewers who need the information to evaluate grant or job applications or otherwise make funding or hiring decisions.
- *Partners* – We may disclose Personal Information to outside partners in connection with the Services, including to support programs, initiatives, or events. We require these partners to use Personal Information only for purposes related to the Services.

- *Legal Obligation or Safety Reasons* – We may disclose Personal Information to a third party when we have a good faith belief that such disclosure of Personal Information is reasonably necessary to (a) satisfy or comply with any requirement of law, regulation, legal process, or enforceable governmental request, (b) enforce or investigate a potential violation of any agreement you have with us, (c) detect, prevent, or otherwise respond to fraud, security or technical concerns, (d) support auditing and compliance functions, or (e) protect the rights, property, or safety of Paul Angell Foundation, its employees, or the public against harm.
- *Merger or Change of Control* – We may disclose Personal Information to third parties as necessary if we are involved in a merger, acquisition, or any other transaction involving a change of control in our business, including but not limited to, a bankruptcy or similar proceeding. Where legally required, we will give you notice prior to such disclosure.
- *Other* – We may disclose Personal Information to third parties when explicitly requested by or consented to by you, or for the purposes for which you disclosed the Personal Information to us as indicated at the time and point of the disclosure (or as was obvious at the time and point of disclosure).

Cookies and Other Tracking Technologies

We and our service providers use cookies and similar technologies to operate our website and manage your cookie preferences. These technologies may automatically collect certain information, such as your IP address and browser and device information. The first time you visit our Site, you will be asked to set your cookie preferences using CookieYes. You can change your preferences at any time by clicking on the cookie icon in our website footer. Disabling certain cookies may affect how parts of our website function.

How Long We Keep Your Personal Information

We retain your Personal Information for as long as needed to: (i) provide our Services; (ii) fulfill the purposes outlined in this Notice; and (iii) comply with our legal obligations, resolve disputes, and enforce any agreements. Criteria we will use to determine how long to retain your Personal Information include the nature and length of our relationship with you; our legal rights, obligations, and retention requirements; and whether we have an ongoing business purpose for retaining your Personal Information, such as communicating with you about our Services.

Links to Third-Party Websites

We are not responsible for the practices employed by any websites or services linked to or from our Site, including the information or content contained within them. We encourage you to investigate and ask questions before disclosing Personal Information to third parties, since any Personal Information disclosed will be handled in accordance with the applicable third party's privacy policy. In some cases, we offer links to social media platforms (like LinkedIn) that enable you to easily connect with us or share information on social media. Any content you post via these social media pages is subject to the terms and privacy policies for those platforms.

International Use

If you are visiting our Site from outside of the United States, please note that our Site is hosted in the United States. Where permitted by applicable law, we may transfer the Personal Information we collect about you

to the United States and other jurisdictions that may not be deemed to provide the same level of data protection as your home country, as necessary for the purposes set out in this Notice.

How We Protect Personal Information

We have implemented commercially reasonable measures designed to secure your Personal Information from accidental loss and from unauthorized access, use, alteration, and disclosure. Unfortunately, the transmission of information via the internet is not completely secure. Despite these efforts to store Personal Information in a secure environment, we cannot guarantee the security of Personal Information during its transmission or its storage on our systems.

Children's Privacy

We do not knowingly collect or solicit any Personal Information from children, as defined under applicable law, without verified written parental consent. If we learn that we have collected Personal Information from a child, we will promptly take steps to delete that information. If you believe we might have any information from or about a child, please contact us at info@paulangell.org.

Changes to this Notice

Please note that we may modify or update this Notice from time to time, so please review it periodically. If we make material changes to how we treat Personal Information, we will notify you according to applicable law. Unless otherwise indicated, any changes to this Notice will apply immediately upon posting to our Site. You are responsible for periodically visiting our Site and this Notice to check for any changes.

Contact Us

If you have any questions about our practices or this Notice, please contact us at info@paulangell.org.