

Privacy Policy updated 10.24

1. Information We Collect

We collect different types of information depending on how you interact with our website and services, including:

Personal Information

- Full name
- Email address
- Phone number
- Mailing address
- Professional qualifications and certifications
- Employment history and resume/CV
- References
- Job preferences
- Social Security number (for employment and verification purposes)

Non-Personal Information

- IP address
 - Browser type and version
 - Operating system
 - Referring URLs
 - Browsing activity on our website
-

2. How We Collect Information

We gather personal information through the following methods:

Directly From You:

- When you submit your resume or job application through our website.
- When you fill out forms, such as employment registration or job preference forms.
- When you communicate with us via phone, email, or online chat.

Automated Technologies:

- Cookies and tracking technologies are used to collect non-personal information about how you interact with our website.

Third-Party Sources:

- Information from job boards, professional networks, or social media platforms where you have submitted your details or made them publicly available.
 - Background check providers, previous employers, or references (with your consent).
-

3. Purpose of Data Collection

We collect and use personal information for the following purposes:

- **Staffing and Recruitment:** To match candidates with available job opportunities based on qualifications and preferences.
 - **Employment Verification:** To verify credentials, certifications, and work history.
 - **Client Services:** To provide staffing solutions and fulfill contractual obligations with clients.
 - **Communication:** To communicate with you regarding job opportunities, placements, and updates about your application or employment status.
 - **Improvement of Services:** To analyze user behavior on our website and improve functionality and user experience.
-

4. Data Security Measures

We take appropriate security measures to protect your personal information from unauthorized access, disclosure, alteration, or destruction, including:

- **Encryption:** Sensitive data, such as Social Security numbers, is encrypted during transmission and at rest.
 - **Access Control:** Access to your personal information is restricted to authorized personnel who need it to perform their job functions.
 - **Regular Security Audits:** We perform regular reviews of our security protocols and procedures to ensure your data is protected.
-

5. Data Sharing

We may share personal information under the following circumstances:

- **With Clients:** To facilitate job placements, we share your information, such as resume/CV, qualifications, and references, with potential employers.
- **Service Providers:** We share information with third-party service providers who assist with background checks, payroll processing, and other operational functions, only for the purpose of providing these services.
- **Legal Obligations:** We may disclose personal information if required by law or to comply with legal processes, such as subpoenas or government investigations.

Note on SMS Consent: Phone numbers collected for SMS purposes will be used only for essential communication, such as job-related updates. These phone numbers will **not** be shared with third parties or affiliates for marketing purposes.

6. User Rights

You have the following rights regarding your personal information:

- **Access:** You may request access to the personal information we hold about you and receive a copy of it.
 - **Correction:** You have the right to request correction of inaccurate or outdated personal information.
 - **Deletion:** You can request that we delete your personal data from our records, subject to legal or contractual retention requirements.
 - **Opt-Out of Marketing:** You may opt out of emails or SMS notifications by replying STOP, contacting us at 803-769-6868 or emailing us at info@hansentalentgroup.com
-

7. Cookies and Tracking Technologies

We use cookies and other tracking technologies to collect non-personal information that helps us analyze website traffic and enhance the user experience. You can adjust your browser settings to disable cookies; however, this may affect your ability to use certain features of our website.

8. Changes to This Privacy Policy

We reserve the right to update this privacy policy at any time. When changes are made, we will revise the “Effective Date” at the top of this page. We encourage you to review this policy periodically to stay informed about how we are protecting your information.

9. Contact Us

If you have any questions or concerns about this privacy policy or your personal information, please contact us at:

Hansen Talent Group

Phone: 803-769-6877

Email: info@hansentalentgroup.com

Mailing Address: 120 Gantt St #5 Lexington, SC 29072

