

Privacy Policy

O.R. Staffing Solutions, Inc. ("we," "our," or "us") is committed to protecting the privacy of our website visitors, clients, employees, and candidates. This Privacy Policy outlines how we collect, use, disclose, and protect your personal information.

1. Information We Collect We may collect the following types of personal information when you visit our website or interact with us:

- **Personal Identification Information:** Name, email address, phone number, mailing address, and other similar contact details.
- **Employment-Related Information:** Resumes, employment history, references, and certifications.
- **Demographic Information:** Age, gender, and other optional data you may choose to provide.
- **Technical Information:** IP address, browser type, device information, and browsing patterns on our website.

2. How We Use Your Information We use the information we collect for the following purposes:

- To provide staffing and recruitment services.
- To process job applications and facilitate employment opportunities.
- To respond to your inquiries and communicate with you.
- To improve our website, services, and user experience.
- To comply with legal obligations and protect our legal rights.

3. Cookies and Tracking Technologies We may use cookies and similar tracking technologies to enhance your browsing experience and analyze how our website is used. Cookies help us recognize your preferences and provide personalized content. You can control cookie settings through your browser; however, disabling cookies may affect the functionality of the site.

4. Sharing of Personal Information We may share your personal information under the following circumstances:

- With clients who are seeking staffing solutions and to whom you are being referred for job opportunities.
- With third-party service providers who assist us with business operations (e.g., background checks, IT services).
- When required by law or in response to a valid legal request (e.g., court orders, subpoenas, garnishments).
- To protect our legal rights, safety, or property.

We do not sell your personal information to third parties. **All above exclude text messaging originator opt-in data and consent; this information will not be shared with any third parties.

5. Data Security We implement appropriate technical and organizational security measures to protect your personal information from unauthorized access, disclosure, or alteration. Despite our efforts, no security measures can guarantee absolute protection.

6. Your Rights Depending on applicable laws, you may have the following rights concerning your personal information:

- The right to access and obtain a copy of your personal data you have submitted to the company.
- The right to request the correction of inaccurate or incomplete information.
- The right to request deletion of your personal data, subject to legal obligations.
- The right to withdraw your consent where consent is the basis of processing.

7. Data Retention We retain personal information only for as long as necessary to fulfill the purposes for which it was collected or to comply with legal, contractual, or business obligations.

8. Changes to This Privacy Policy We may update this Privacy Policy from time to time to reflect changes in our practices or legal requirements. Any updates will be posted on our website, and the effective date will be revised accordingly.

9. Contact Us If you have any questions or concerns about this Privacy Policy or how we handle your personal information, please contact us at: info@orstaffingsolutions.com