

Safety Staffing Group (SSG) Privacy Policy

****Effective Date:**** August 6, 2026

Safety Staffing Group ("SSG," "we," "our," or "us") respects your privacy and is committed to protecting the personal information you share with us. This Privacy Policy explains how we collect, use, disclose, and safeguard your information when you visit our website, use our services, or interact with us.

By accessing our website or using our services, you acknowledge that you have read and understood this Privacy Policy.

1. Information We Collect

We may collect the following categories of information:

Personal Information

When you voluntarily provide it, we may collect:

- * Name
- * Email address
- * Phone number
- * Mailing address
- * Employer or agency name
- * Job title
- * Professional licenses or certifications
- * Resume or curriculum vitae (CV)

- * Employment history
- * Education history
- * Professional references
- * Any additional information you choose to submit

Agency Information

For agency clients we may collect:

- * Agency contact information
- * Billing information
- * Job posting information
- * Recruitment requirements
- * Marketing preferences
- * Contract information

Automatically Collected Information

When visiting our website we may automatically collect:

- * IP address
- * Browser type
- * Device information
- * Operating system
- * Pages visited
- * Date and time of access

- * Referral source
- * Website usage statistics

This information helps improve our website and services.

2. How We Use Your Information

We may use your information to:

- * Provide recruitment and staffing services
- * Respond to inquiries
- * Create and manage client accounts
- * Publish job advertisements
- * Connect candidates with employers
- * Contact candidates regarding employment opportunities
- * Communicate with agencies
- * Process payments
- * Improve our website and services
- * Conduct analytics and reporting
- * Send newsletters and marketing communications (where permitted)
- * Comply with legal obligations
- * Protect against fraud or misuse

3. Candidate Information

Candidates who submit resumes, applications, or employment information

authorize SSG to:

- * Review submitted materials
- * Share application materials with employers or agencies relevant to the position
- * Contact candidates regarding employment opportunities
- * Maintain candidate profiles for future recruitment opportunities unless deletion is requested

SSG is not the hiring employer and does not make employment decisions.

4. How We Share Information

We do ****not**** sell your personal information.

We may share information with:

- * Public safety agencies and employers participating in our recruitment services
- * Executive recruitment clients
- * Recruitment advertising partners
- * Technology vendors who assist us in operating our website and services
- * Payment processors
- * Professional service providers
- * Government agencies when required by law

All service providers are expected to protect personal information in accordance with applicable law.

5. Cookies and Analytics

Our website may use:

- * Cookies
- * Analytics tools
- * Session cookies
- * Performance cookies
- * Security cookies

These technologies help us:

- * Improve website performance
- * Analyze website traffic
- * Understand visitor behavior
- * Personalize user experience
- * Measure recruitment marketing performance

You may disable cookies through your browser settings, although certain features may not function properly.

6. Marketing Communications

If you subscribe to newsletters, recruitment alerts, or updates, we may send emails or text messages regarding:

- * Employment opportunities

- * Recruitment events
- * Industry news
- * New services
- * Marketing updates

You may unsubscribe at any time by using the unsubscribe link in our emails or by contacting us directly.

7. Data Security

SSG maintains reasonable administrative, technical, and physical safeguards designed to protect personal information against unauthorized access, disclosure, alteration, or destruction.

However, no method of internet transmission or electronic storage is completely secure, and we cannot guarantee absolute security.

8. Data Retention

We retain personal information only for as long as necessary to:

- * Provide requested services
- * Maintain candidate records
- * Fulfill contractual obligations
- * Comply with legal requirements
- * Resolve disputes

- * Enforce agreements

When information is no longer required, it will be securely deleted or anonymized where appropriate.

9. Your Privacy Rights

Depending on your state of residence, you may have rights to:

- * Know what personal information we collect
- * Request access to your personal information
- * Request correction of inaccurate information
- * Request deletion of eligible personal information
- * Request a copy of your information in a portable format
- * Opt out of certain data processing where applicable

To exercise these rights, contact us using the information provided below.

10. California Privacy Rights

If you are a California resident, you may have additional rights under the California Consumer Privacy Act (CCPA), as amended by the California Privacy Rights Act (CPRA), including the right to request access to, correction of, or deletion of certain personal information, subject to applicable exceptions.

SSG does not knowingly sell or share personal information for cross-context

behavioral advertising.

11. Children's Privacy

Our services are intended for individuals who are at least 18 years of age or the age of majority required for employment opportunities. We do not knowingly collect personal information from children under the age of 13.

If we learn that personal information from a child has been collected without appropriate authorization, we will promptly delete it.

12. Third-Party Websites

Our website may contain links to third-party websites, including employer websites, testing organizations, social media platforms, and other external services.

SSG is not responsible for the privacy practices or content of these third-party websites.

We encourage users to review the privacy policies of any external sites they visit.

13. Changes to This Privacy Policy

We may update this Privacy Policy from time to time to reflect changes in our practices or legal obligations.

The revised version will be posted on this page with an updated Effective Date.

Continued use of our website or services after changes become effective constitutes acceptance of the revised Privacy Policy.

14. Contact Us

If you have questions regarding this Privacy Policy or wish to exercise your privacy rights, please contact us.

****Safety Staffing Group****

Email: ****[privacy@safetystaffinggroup.com]**
(mailto:privacy@safetystaffinggroup.com)**

Phone: ****(Insert Phone Number)****

Website: ****www.safetystaffinggroup.com****

Mailing Address:

****Safety Staffing Group****

****(Insert Business Address)****