

Privacy Policy

This Privacy Policy describes how Gary D. Nelson and Associates Inc. (GDNA) (dba: Nelson, Nelson Staffing, Nelson and Associates, Nelson Technology, Nelson Search and Higher Growth Search) collects and uses information we gather from our website and applications.

The current version of our Privacy Policy can be located at: <https://privacy.nelsonjobs.com/privacy-policy/>

Collection of your Personal Information

We do not collect any personal information about you unless you voluntarily provide it to us. However, you may be required to provide certain personal information to us when you elect to use certain products or services available on the Site. These may include: (a) registering for an account on our Site; (b) entering a sweepstakes or contest sponsored by us or one of our partners; (c) signing up for special offers from selected third parties; (d) sending us an email message; (e) submitting financial or other personal information when signing up for our services; To wit, we will use your information for, but not limited to, communicating with you in relation to services and/or products you have requested from us. We also may gather additional personal or non-personal information in the future.

In order to better provide you with products and services offered on our Site, GDNA may collect personally identifiable information, such as your:

- First and Last Name
- Mailing Address
- E-mail Address
- Phone Number
- Employer
- Job Title
- Employment History
- Education
- Social Security Number (SSN)
- Gender
- Ethnicity/EEO (Equal employment opportunity)
- Tax Filing Information
- Insurance policy number

- Background Information (Including credit history and criminal record.)
- Date of Birth
- Driver's License
- Financial Information
- Biometric information, such as facial recognition and fingerprints.
- Geolocation data, such as device location.
- Audio, electronic, visual, and similar information, such as images and audio, video or call recordings created in connection with our business activities.

How We Use Personal Information

GDNA will use the information we collect from the website and our applications to respond to inquiries, market relevant products or services, or provide requested services. GDNA will use the information it collects in order to offer candidates placement at its customers, refer for employment to a customer, respond to inquiries, or perform other tasks that are necessary when acting as an employer or employment facilitator. For example, these activities may include providing human resource services, processing and administering payments and payroll, administering benefits, providing counseling, training, or discipline, complying with health, safety, and internal policies, corporate management, career and performance monitoring, and employment contract administration. In addition, information may be used for other legal purposes, such as audit, security, fraud prevention, or preserving and defending GDNA's legal rights. GDNA will retain your personal information for as long as is necessary to provide you with the services requested, except where retention of personal information is necessary for compliance with a law, regulation, or other legal authority, or is otherwise permitted to be maintained for other legal purposes, such as audit, security, fraud prevention, or preserving and defending GDNA Services' legal rights.

Sharing Information with Third Parties for Business Purposes

GDNA does not sell, rent, or lease its customer or client lists to third parties.

GDNA may share data with trusted partners to help perform statistical analysis, send you email or postal mail, provide customer support or provide employment services. All such third parties are prohibited from using your personal information except to provide these services to GDNA, and they are required to maintain the confidentiality of your information. GDNA may disclose your personal information, without notice, if required to do so by law or in the good faith belief that such action is necessary to: (a) conform to the edicts of the law or comply with legal process served on GDNA or the site; (b) protect and defend the rights or property of GDNA; and/or (c) act under exigent circumstances to protect the personal safety of users of GDNA, or the public.

Automatically Collected Information

Information about your computing hardware and software may be automatically collected by GDNA. This information can include: your internet address, browser type, domain names, access times and referring website addresses. This information is used for the operation of the service, to maintain quality of the service, and to provide general statistics regarding use of the GDNA website. We may also utilize pixel tags and other similar technologies to track actions of Site users and email recipients, market our services to you, measure the effectiveness of our marketing campaigns and compile analytics about Site usage and responses. We may also utilize third party analytical services, such as Google Analytics.

Collection and Use of Non-Personal Information

We may also collect data in a form that, on its own, does not allow us to identify or contact a specific individual. We may use, transfer, or disclose non-personal identifiable for any purpose. The following are examples of non-personal information that we collect and how we may use it. When you visit our websites, we may collect technical and navigational information, such as web browser type, Internet protocol address, language, location, time zone, unique device/browser identifier, and URLs requested so that we may better understand visitor behavior and improve our products, services, and content. We may also collect information regarding specific activities that you perform on our websites. This information is used to help us improve the content and usability of our websites. This information is aggregated, and we consider aggregated information as non-personal for the purposes of this Privacy Policy.

Cookies and Other Technologies

GDNA's websites, products, services, and content may use "cookies" and other technologies such as web beacons and pixel tags. These technologies may be used to deliver our services as well as to help us better understand user behavior. We also use cookies to personalize content and to analyze our traffic. We also share information about your use of our site with our social media, advertising and analytics partners who may combine it with other information that you've provided to them or that they've collected from your use of their services.

Transfer to Third Parties

In order to respond to inquiries, or market relevant products or services we may share your information with third-party service providers that may be engaged to assist us in managing the processes required to provide these services. Any engagement of a third-party service provider will be governed by appropriate contractual requirements prohibiting the use of your information for any purposes beyond those specifically directed by GDNA, and requiring that they ensure sufficient administrative and technical security mechanisms are in place to prevent your information from being improperly used, disclosed, or accessed. We may be required to disclose personal information in response to lawful requests by public authorities, including to meet national security, law enforcement or data privacy requirements.

External Data Storage Sites

We may store your data on servers provided by third party hosting vendors with whom we have contracted.

Access to Personal Information

The amount of personal information that we require you to supply in order to use our services will be limited to that which is relevant to supply such services. You have the right to request access to, withdraw your consent to the use and processing of, and request the correction of inaccuracies or erasure of your information that we maintain about you, subject to our obligations to maintain your information under applicable laws. We may limit or deny requests that interfere with our legitimate interests, or charge reasonable fees for access, except as prohibited by applicable law. GDNA will only store personally identifiable data about you for as long as it's reasonably required to fulfill the purposes under which it was first provided by you unless a longer retention period is required or permitted by law. You may make review, update access, correction, or deletion requests by contacting us at privacy@nelsonjobs.com.

Protection of Personal Information

We take precautions to safeguard your information. GDNA uses commercially reasonable technical, administrative, and physical controls to protect your data. We use a combination of firewall barriers, data encryption techniques and authentication procedures, among others, to maintain the security of your personal information and our systems from unauthorized access. We also enforce physical access controls to our buildings and files.

Third-Party Sites and Services

Our websites and content may contain links to other websites. As such, GDNA does not endorse and is not responsible for the privacy practices or the content of these third-party websites. We exercise no control over how your information is stored, maintained, or displayed by third parties or on third-party sites.

Children Under Sixteen

The Service is not directed to children. We do not knowingly collect personally identifiable information from children. If you, as a parent or guardian, become aware that your child has provided us with Personal Information without your consent, please contact us. If we become aware that a user is under the age of sixteen and has provided us with Personal Information without verifiable parental consent, we will delete such information from our files.

E-mail and SMS Communications

From time to time, GDNA may contact you via email or SMS (Text) for the purpose of providing announcements, promotional offers, alerts, confirmations, surveys, and/or other general communication. In order to improve our Services, we may receive a notification when you open an email or SMS from GDNA or click on a link therein.

If you would like to stop receiving marketing or promotional communications via email or SMS from GDNA, you may opt out of such communications by "replying STOP" or "clicking on the UNSUBSCRIBE button."

Access, Deletion or Update Requests for California Residents

If you are a California resident, you have the right, subject to certain exceptions defined in the California Consumer Privacy Act (CCPA) and other applicable laws and regulations, to request that GDNA disclose certain information to you about our collection and use of your personal information over the past twelve months. If you would like to exercise your rights to make an information access request, deletion request or update request, contact us by email privacy@nelsonjobs.com or by phone at 855-395-5630.

Privacy Policy Changes

GDNA may update its Privacy Policy from time to time and reserves the right to change this Privacy Policy at any time. Any revisions will be posted on this site. Please check this page periodically for changes.

Contact Information

GDNA welcomes your questions or comments regarding this Statement of Privacy. If you believe that GDNA has not adhered to this Statement, please contact GDNA at:

Gary D. Nelson and Associates

c/o Privacy Department

19080 Lomita Ave

Sonoma, California 95476

Email Address: privacy@nelsonjobs.com

Telephone number: 855-395-5630

Last Updated: December 2020