

# Privacy Policy

**Effective Date:** February 1<sup>st</sup>, 2025

**Last Updated:** August 8<sup>th</sup>, 2025

## Uniiited

3252 University Drive, Suite 185

Auburn Hills, MI 48326

Phone: (947) 886-2427

Uniiited ("Company," "we," "our," or "us") is committed to protecting your privacy. This Privacy Policy explains how we collect, use, disclose, and safeguard your information when you visit our website, engage with our staffing services, or communicate with us, including through SMS messaging. By accessing our services, you agree to the terms of this Privacy Policy.

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## 1. Who This Policy Applies To

We may collect the following types of information:

- **Personal Information:** Name, contact details (email, phone number, address), resume, employment history, education, and any other details relevant to job placement.
  - **Non-Personal Information:** Browsing history, IP address, device type, and cookies used to improve user experience.
  - **Communication Data:** Information related to your interactions with us via phone, email, SMS, or other methods.
  - **We do NOT share or sell any mobile opt-in data with third parties of any kind.**
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## 2. Our Commitment to Data Privacy & Consumer Data Protection

Uniiited does not sell, rent, or share consumer data for marketing or commercial purposes. We only collect and use personal information for legitimate business purposes, such as staffing and recruitment services.

We only share information in the following cases:

- **With Employers and Hiring Managers** – To facilitate job placement opportunities based on job seeker qualifications.
- **With Service Providers** – Who assist us in business operations (e.g., background checks, IT services) under strict confidentiality agreements.

- **With Government Authorities** – When required by law, court order, or to comply with legal obligations.
- **With Explicit Consent** – If you authorize us to share your information for a specific purpose.

We take consumer data protection seriously and implement strict measures to safeguard your information from unauthorized access or misuse. **We take our client's data seriously. We do NOT share or sell any mobile opt-in data with third parties of any kind.**

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### 3. How We Use Your Information

We use the information collected to:

- Provide staffing and recruitment services.
  - Communicate with job seekers and employers.
  - Improve our website and services.
  - Comply with legal and regulatory requirements.
  - Prevent fraud and ensure security.
  - **We do NOT share or sell any mobile opt-in data with third parties of any kind.**
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### 4. Equal Employment Opportunity and ADA Compliance

Uniiited is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, genetic information, or any other characteristic protected by law. We are committed to providing reasonable accommodations to individuals with disabilities in accordance with the Americans with Disabilities Act (ADA). If you require an accommodation, please contact us at **info@uniiited.com**.

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### 5. Background Checks & Candidate Screening

As part of our staffing and recruitment services, we may conduct background checks and other pre-employment screenings in compliance with the **Fair Credit Reporting Act (FCRA)** and other applicable laws. By submitting your information, you consent to these screenings when required by potential employers.

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## 6. Data Security & Retention

We implement technical and organizational measures to protect personal data from unauthorized access, disclosure, alteration, or destruction. However, no online transmission is completely secure, and we cannot guarantee absolute security.

We retain personal data only as long as necessary to fulfill our business needs and comply with legal requirements. To request deletion of your personal data, contact us at [info@uniiiited.com](mailto:info@uniiiited.com).

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## 7. Children's Privacy

Our services are not intended for individuals under the age of 18, and we do not knowingly collect personal information from minors. If we become aware that we have collected data from a minor, we will delete such information promptly.

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## 8. Your Rights and Choices

Depending on your jurisdiction, you may have the right to:

- Access, update, or delete your personal data.
- Opt-out of certain communications, including marketing emails and text messages.
- Request information about how we process your data.

To exercise these rights, contact [info@uniiiited.com](mailto:info@uniiiited.com).

We comply with applicable privacy laws, including:

- **California Consumer Privacy Act (CCPA):** California residents can request data access, deletion, or opt-out of data sharing.
  - **Other State-Specific Laws:** Compliance with VCDPA (Virginia), CPA (Colorado), and CTDPA (Connecticut), where applicable.
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## 9. Compliance with 10DLC Regulations

Uniiiited follows **10DLC (10-digit long code) messaging regulations** to ensure transparency and security in SMS communications. **We do NOT share or sell any mobile opt-in data with third parties of any kind.** By opting into our text messaging services:

- You consent to receive job alerts and recruitment-related messages.
- Message frequency may vary; standard message and data rates may apply.
- You may opt out at any time by replying **STOP** to any message.

For assistance, reply **HELP** or contact us at **(947) 886-2427** or **info@uniiiited.com**.

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## 10. Data Breach Notification Policy

In the event of a data breach that may compromise personal information, we will notify affected individuals and regulatory authorities in accordance with applicable laws. If you suspect unauthorized access to your data, contact us at **info@uniiiited.com**.

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## 11. Third-Party Links

Our website may contain links to third-party websites. We are not responsible for their privacy practices and encourage you to review their policies before providing any information. **We do NOT share or sell any mobile opt-in data with third parties of any kind.**

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## 12. Changes to This Policy

We may update this Privacy Policy periodically. Any changes will be posted on this page with an updated effective date. Your continued use of our services constitutes acceptance of the revised policy.

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## 13. Sponsorship Policy

Uniiiited **does not sponsor non-U.S. citizens** for employment. All job seekers must be legally authorized to work in the United States without the need for employer sponsorship.

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## 14. Compliance with State and Federal Laws

Uniiiited complies with all applicable state and federal privacy, data protection, and employment laws, including:

- **Fair Labor Standards Act (FLSA)**
- **Equal Employment Opportunity Commission (EEOC) Guidelines**
- **Fair Credit Reporting Act (FCRA)**

We also comply with any applicable local, state, and federal regulations related to staffing and recruitment.

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## 15. Cookies and Tracking Technologies

Our website uses cookies and tracking technologies to enhance user experience and analyze website traffic. You can manage cookie preferences through your browser settings.

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## 16. Data Processing Agreements (DPA)

We require that all third-party service providers handling personal data have **Data Processing Agreements (DPAs)** in place to ensure privacy compliance. **We do NOT share or sell any mobile opt-in data with third parties of any kind.**

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## 17. Phone and SMS Communications

If you opt into receiving SMS messages, we may send text messages related to job opportunities. We do not send unsolicited promotional texts. You can opt out by replying **"STOP."**

We follow all **state and federal laws regarding call and SMS recordings**, including obtaining consent where required. If you have concerns, contact us.

**We do NOT share or sell any mobile opt-in data with third parties of any kind.**

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## 18. Policy Updates

We may update this Privacy Policy from time to time. Changes will be posted with an updated effective date. Continued use of our services indicates acceptance of any updates.

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## 19. Contact Us

If you have any questions or concerns about this Privacy Policy, contact us at:

**Uniiited**

3252 University Drive, Suite 185

Auburn Hills, MI 48326

Phone: (947) 886-2427

Email: [\*\*info@uniiited.com\*\*](mailto:info@uniiited.com)