



## Privacy Policy

This privacy policy discloses the privacy practices for Technical Needs North Inc. (Tech Needs) [www.techneeds.com](http://www.techneeds.com). This privacy policy applies solely to information collected by this web site. It will notify you of the following:

1. What personally identifiable information is collected from you through the web site, how it is used and with whom it may be shared.
2. What choices are available to you regarding the use of your data.
3. The security procedures in place to protect the misuse of your information.
4. How you can correct any inaccuracies in the information.

### INFORMATION COLLECTION, USE, AND SHARING

Except as otherwise provided by law, we are the sole owners of the information collected on this site. By using this website, you agree to license any personally identifiable information owned by you for Tech Needs' use as described in this policy and subject to the limits of applicable law. We only have access to/collect information that you voluntarily give us via email or other direct contact from you. We will not sell or rent this information to anyone.

Some of the ways we may use your personal data include, but are not limited to:

- Screening and submitting resumes for the purpose of filling client positions
- Meeting contractual obligations
- Complying with reporting obligations to city, state, federal government or other agencies as required by law;
- Submitting data to insurance carriers;
- Conducting contests, sweepstakes, or other marketing and promotional activities posted on Tech Need's website
- Obtaining feedback from applicants, associates, employees or clients
- Collecting new hire onboarding paperwork

### REGISTRATION

In order to use this website, a user must first complete the registration form. During registration a user is required to give certain information (such as name and email address). This information is used to contact you about the job opportunities on our site in which you have expressed interest. At your option, you may also provide other information (address, phone number) about yourself, but it is not required.

### YOUR ACCESS TO AND CONTROL OVER INFORMATION

You may opt out of any future contacts from us at any time. You can do the following at any time by contacting us via the email address or phone number given on our website:

- See what data we have about you, if any.
- Change/correct any data we have about you.
- Have us delete any data we have about you.
- Express any concern you have about our use of your data.



## SECURITY

We take precautions to protect your information. When you submit sensitive information via the website, your information is protected both online and offline.

Wherever we collect sensitive information (such as SS#, DOB), that information is encrypted and transmitted to us in a secure way. You can verify this by looking for a closed lock icon at the bottom of your web browser, or looking for "https" at the beginning of the address of the web page.

While we use encryption to protect sensitive information transmitted online, we also protect your information offline. Only employees who need the information to perform a specific job (for example, recruiters or payroll dept.) are granted access to personally identifiable information. The computers/servers in which we store personally identifiable information are kept in a secure environment.

## COLLECTION AND PROCESSING OF YOUR PERSONAL DATA

When visiting our web site, we may record your IP address and use cookies and other Internet technologies to gather general information about our visitors. Additionally, we may collect, store, and process any information and data that you volunteer to us, e.g. when you apply for a position, submit your resume, request information, complete forms, participate in online surveys, discussion groups or forums or interact with our website.

The information we collect automatically is cookie-based and is used to improve your experience on our imedicare.com. We may contract with third-party service providers to assist us in better understanding our site visitors. These service providers are not permitted to use the information collected on our behalf except to help us conduct and improve our business. If you prefer, you can choose to have your computer warn you each time a cookie is being sent, or you can choose to turn off all cookies via your browser settings.

## LINKS TO OTHER SITES

This site may contain links to other sites. Tech Needs is not responsible for the privacy practices or the content of other websites outside of Tech Needs.

## YOUR ACCEPTANCE OF THESE TERMS:

By using Technical Needs North Inc.'s (Tech Needs) website, you signify your agreement to this Privacy Statement. Tech Needs reserves the right to change this Privacy Statement at any time. Any revisions will be posted on this site. Please check this page periodically for changes.

## UPDATES

Our Privacy Policy may change from time to time and all updates will be posted on this page.

**If you feel that we are not abiding by this privacy policy, you should contact us immediately via telephone at [603-898-3000](tel:603-898-3000) or via email at [dgudek@techneeds.com](mailto:dgudek@techneeds.com).**