



Welcome to All About HR Consulting Partners, LLC (AAHRCP) Website.

In Part I of this Privacy Statement, we set forth AAHRCP's Privacy Policy as to Personal Information which we collect online through www.aahrpcp.com .

In Part II of this Privacy Statement, we set forth AAHRCP 's Policy as to Personal Information which we collect other than through AAHRCP Websites.

"Personal Information" is any information that enables us to identify you, directly or indirectly, by reference to an identifier such as your name, identification number, location data, online identifier or one or more factors specific to you. Personal Information includes "sensitive Personal Information" and "pseudonymized Personal Information" but excludes anonymous information or information that has had the identity of an individual permanently removed.

Your use of the AAHRCP Website and/or provision of your Personal Information or sensitive Personal Information to AAHRCP constitutes your consent to the use, storage, processing and transfer of that information in accordance with this Privacy Statement.

For the purposes of the General Data Protection Regulation 2016/679 (the "GDPR"), except as otherwise expressly stated, the data controller is All About HR Consulting Partners, LLC, with an office address of P.O. Box 271, Reidville, SC 29375. All About HR Consulting Partners, LLC is an organization based in the United States.

QUESTIONS

If you have any questions or complaints regarding this Privacy Statement, please contact us at info@aahrpcp.com . If you have any questions about the AAHRCP Websites, please contact us at info@aahrpcp.com , by phone at (864) 326-7282 or send a letter to:

All About HR Consulting Partners, LLC
P.O. Box 271
Reidville, SC 29375

CHANGES TO THIS PRIVACY STATEMENT

We will update this Privacy Statement from time to time, so please check back periodically.

If at any point we decide to use Personal Information in a manner that is materially different from that stated at the time it was collected, we will endeavor to notify you of such changes

(e.g., we will post a revised Privacy Statement with a new effective date, display the word "updated" next to the Privacy Policy link on each page on the AAHRCP Website, or otherwise) prior to implementing them.

PART I – AAHRCP WEBSITE PRIVACY POLICY

Throughout AAHRCP Website, there are forms for employers and applicants to request information. We use Personal Information from these forms to provide the services and promotional materials that you request.

This Privacy Policy discloses AAHRCP's privacy practices and contains detailed information about the following:

- What information do we collect?
- What are "cookies" and how does AAHRCP use them?
- Do we share information with third parties?
- How do we use the information we collect?
- How can you review and modify your Personal Information?
- What is the opt-out policy for AAHRCP Website?
- Your California privacy rights
- What types of security procedures are in place to protect against the loss, misuse or alteration of your information?
- How do AAHRCP Website use bulletin boards, discussion lists, and moderated chats?

1. What information do we collect?

AAHRCP Website collect the following Personal Information about site visitors:

a) Site Use Information

AAHRCP collects technical information relating to each time a visitor comes to a AAHRCP Website, including IP address, browser type and version, time zone settings, browser plug-in types and versions, operating system and platform type (e.g., Internet Explorer browser on a Windows platform).

We may also collect information about your visit, including pages you viewed or searched for, page response times, download errors, length of visits to certain pages, page interaction information (such as scrolling, clicks, and mouse-overs), methods used to browse away from the page, and any phone number used to call our customer service number.

Gathering this technical information helps us to learn what browsers we need to support and helps us determine what sections of AAHRCP Website are most popular and how many visitors come to our site(s). You do not have to register with AAHRCP Website before we can collect this information.

b) Information Provided to AAHRCP

You (or in the case of AAHRCP Employer Programs, your employer) may provide Personal Information to us which may include your name, home and/or work email address, postal address, phone number and/or fax number, your employer and job title, demographic information about you including certification designation, etc.

AAHRCP collects Personal Information in the following ways from different parts of the AAHRCP Website:

- **Other Registration:** When registering for specific services we may ask for the same type of Personal Information. For example, if you subscribe to an e-mail newsletter, we will ask you to provide your e-mail address.
- **Employment Applications:** When you apply for employment with AAHRCP using the AAHRCP Website, we may ask for your Personal Information, including copies of your Resume or CV, and any other information required to verify your qualifications.
- **AAHRCP Employer Programs:** When you participate in certain AAHRCP programs as an employer seeking to hire new employees, used for assessment, training and other workplace growth opportunities, we may collect your Personal Information from you or your employer, such as name, e-mail address, or other information required in order for you to participate in the program.

2. What are "cookies" and how does AAHRCP use them?

A cookie is a small text file containing a unique identification number that is transferred from a website to the hard drive of your computer. This unique number identifies your web browser to AAHRCP administrator computers whenever you visit AAHRCP Website.

The use of cookies is an industry standard, and cookies are currently used on most major websites. Most web browsers are initially set up to accept cookies. If you prefer, you can reset your browser to notify you when you have received a cookie. You can also set your browser to refuse to accept cookies altogether.

While AAHRCP does not require you to use cookies, keep in mind that certain services may not function properly if you set your browser to refuse all cookies. To help serve you better, AAHRCP generally uses cookies to:

- Identify return visitors. Cookies also allow us to identify AAHRCP members who are returning to the site.
- Display advertisements. AAHRCP may use an outside ad company to display AAHRCP approved ads on our website and other websites. While we use cookies on other parts of our website, the cookies received with banner ads are collected by our ad company. These cookies allow AAHRCP to manage the delivery of ads.

3. Do we share information with third parties?

Personal Information collected through the AAHRCP Website is generally collected and maintained solely by AAHRCP or its contracted vendors.

We may share Personal Information in the following ways:

a) Information You Give Us

2. Personal Information provided when you register for services or products. When you provide Personal Information about you on the AAHRCP Website to register for a service or take advantage of a promotion AAHRCP will share such Personal Information as necessary to complete the transaction requested by you.
3. Information provided when you apply for employment with AAHRCP. If you apply for a position through AAHRCP, you provide Personal Information required to verify your employment qualifications, including copies of your Resume or CV, in order to do required background checks and education and employment verification, including your employment status, as required by law or AAHRCP policy. **AAHRCP does not sell or share Personal Information related to employment applications except as necessary to process the application, to conduct the required background checks and education and employment verification, or as necessary to comply with legal obligations. AAHRCP will retain this information for a minimum of one year up to three years, as applicable by federal laws.**
3. Information provided when you participate in AAHRCP research activities or apply for participation in the AAHRCP Research Panel. If you participate in AAHRCP research activities or apply to participate in the AAHRCP Research Panel, you may provide Personal Information about you, including your name, e-mail address, employer, and any other information required to confirm your eligibility to participate and to conduct the stated research. **AAHRCP does not sell Personal Information related to the AAHRCP research activities or the AAHRCP Research Panel, and, except as described below, will only share such Personal Information as necessary to process your application (if applicable), to allow you to participate in the research or the AAHRCP Research Panel, or as otherwise instructed by you.** In some cases, AAHRCP may publish demographic information gathered in the course of the research. However, such information will only be published in an aggregated, non-identifiable format, for the purpose of reporting on the demographics of the participant group as a whole (e.g., "the participant group had an average of X years of experience in HR", etc.), or where such information is relevant to the results of the research.

4. Information provided when you participate in a AAHRCP Employer Program. If you participate in certain AAHRCP programs purchased by your employer, as outlined in Section 1(b) above, we may collect Personal Information about you, including your name and work email address in order to allow you to participate in such programs. ***With respect to these programs only***, for the purposes of the GDPR, AAHRCP is a processor, and is processing your data on behalf of your employer. **AAHRCP does not sell Personal Information related to these AAHRCP Employer Programs, and will only share such Personal Information as necessary to allow you to participate in these programs.**
5. Sensitive Personal Information. **AAHRCP does not share with third parties, sensitive Personal Information such as passcodes, social security numbers, credit card numbers, felony conviction information, or health information except as necessary to complete transactions requested by you, to process employment applications, or to comply with legal obligations, and under strict confidentiality and security protections; nor does AAHRCP publish such sensitive Personal Information.**

b) Site Use Information

We disclose to third-party sponsors/advertisers aggregate statistics (i.e., impressions and click-throughs on a company's advertisement).

In addition, we may share aggregate website statistics with the media or other third parties. We do not disclose Personal Information to these sponsors/advertisers or other third parties as part of this process, only information in an aggregate form.

4. How do we use the information we collect?

We use your Personal Information according to the terms of the Privacy Policy in effect at the time of our use. We will only process your Personal Information, including sharing it with third parties, where (1) you have provided your consent which can be withdrawn at any time, (2) the processing is necessary for the performance of a contract to which you are a party (including your membership agreement with us), or in the case of AAHRCP Employer Programs, for the performance of a contract between AAHRCP and your employer, (3) we are required by law, (4) processing is required to protect your vital interests or those of another person, or (5) processing is necessary for the purposes of our legitimate commercial interests, provided your interests and fundamental rights do not override those interests.

We use Personal Information for the following purposes:

a) Information You Give Us

We use the Personal Information you give us:

1. to provide you with the information, products and services you request from us

2. to arrange and deliver conferences, events and programming relevant to your job and subjects of interest
3. to respond to your questions and provide related human resources services
4. to improve the AAHRCP Website
5. to send you AAHRCP publications, information about special offers, and other information that AAHRCP believes is relevant and useful to its applicants and employers, where you have not opted out of receiving such information; we may automatically process your information to determine which services may be of most use to you. You may object to such processing by contacting us at info@aahrcp.com.
6. to send you third party information that AAHRCP believes is relevant and useful to you, where you have given your consent
7. to notify you about changes to your related services or to ask you to provide feedback
8. to enable you to complete a survey
9. to administer and protect our business and website (including troubleshooting, data analysis, testing, system maintenance, support, reporting and hosting of data)
10. for those who apply for employment with and through AAHRCP, to process your employment application, including background checks and education and employment verification, as applicable
11. to comply with all applicable laws or legal processes, including providing information on individual users to the appropriate governmental authorities where required by law enforcement or judicial authorities
 - a. in matters involving a danger to personal or public safety, or to protect the rights, property or safety of AAHRCP, our staff, clients, applicants or others, AAHRCP may voluntarily provide information to appropriate governmental authorities
 - b. in some cases, clients may receive products or services, which are paid for by their government employer, and as a result of payment by the government employer, the record must be open for public access pursuant to applicable law, such as the Florida Public Records Act, and AAHRCP will share such information pursuant to those laws.

b) Site Use Information

As mentioned above, AAHRCP uses the aggregate, anonymous data collected to let our sponsors/advertisers know the number of impressions or views and the number of "click throughs" on their advertisement(s).

AAHRCP also uses this aggregate, anonymous data to perform statistical analyses of the collective characteristics and behavior of visitors to AAHRCP Website; to measure user interests regarding specific areas of AAHRCP Website; and to analyze how and where best to use our resources.

Without such data, we would not know which parts of AAHRCP Website are the most popular, and we would not be able to change and update the content and services appropriately.

c) Exceptions

On occasion AAHRCP collects Personal Information through AAHRCP Website with the intent to afford a greater degree of privacy for such information than is otherwise set forth in this privacy policy.

In those relatively rare situations where AAHRCP does so it will clearly disclose to you at the time it collects such information, what degree of privacy will be afforded to the Personal Information collected at such time; and AAHRCP will follow a process to assure that the specifically disclosed degree of privacy is in fact afforded to such information.

For example, AAHRCP may collect survey information through a survey where AAHRCP's use of any Personal Information from that survey is more limited than the general AAHRCP Privacy Statement would otherwise allow; in such a case, AAHRCP will disclose the stricter privacy policy governing that survey information at the time such Personal Information is collected from the survey respondent.

5. How can you review and modify your Personal Information?

You have the following options for modifying or causing to be deleted Personal Information or demographic information previously provided by you to AAHRCP or its subsidiaries.

AAHRCP

1. Email: info@aahrcp.com
2. Send mail to the following postal address: All About HR Consulting Partners, P.O. Box 271, Reidville, SC 29375 ATTN: Client Services Department.
3. Call: (864) 326-7282

6. What is the opt-out policy for AAHRCP Website?

AAHRCP provides clients and candidates with the opportunity to opt-out of receiving communications from us and our partners. If you no longer wish to receive specific communications or services, you have the following options:

AAHRCP

1. Email: info@aahrcp.com
2. Send mail to the following postal address: All About HR Consulting Partners, P.O. Box 271, Reidville, SC 29375 ATTN: Client Services Department.

3. Call: (864) 326-7282

7. Your California Privacy Rights

For California Residents Only. AAHRCP may disclose your Personal Information to our subsidiaries or other third parties who may use that information to market directly to you. As a California resident, you have the right to opt-out of having your Personal Information licensed to such third parties. We will not share your information after we have received your notification that you are opting out. If you wish to opt-out you have the following options:

AAHRCP

1. Email: info@aahrcp.com
2. Send mail to the following postal address: All About HR Consulting Partners, P.O. Box 271, Reidville, SC 29375 ATTN: Client Services Department.
3. Call: (864) 326-7282

8. What kinds of security procedures are in place to protect against the loss, misuse or alteration of your information?

1. Email: info@aahrcp.com
2. Send mail to the following postal address: All About HR Consulting Partners, P.O. Box 271, Reidville, SC 29375 ATTN: Client Services Department.
3. Call: (864) 326-7282

AAHRCP website have security measures provided by Wix for AAHRCP such as firewalls, in place to protect against the loss, misuse and alteration of your Personal Information under our control. While we cannot guarantee that loss, misuse or alteration to data will not occur, we take reasonable precautions to prevent such unfortunate occurrences. Certain particularly sensitive information, such as your credit card number, will not be collected for a commercial transaction on AAHRCP Website.

AAHRCP Website will not provide the capabilities for visitors to create a login credentials at this time. Should AAHRCP website update the website to allow for visitors to create a login, you are ultimately responsible for the security of your AAHRCP login credentials. You may not share your AAHRCP login credentials with colleagues or friends so they can access content or features that are restricted to AAHRCP users only. You should log out of your browser at the end of each computer session to ensure that others cannot access your Personal Information and correspondence, especially if you share a computer with someone else or are using a computer in a public place like a library or Internet cafe.

10. How do AAHRCP Website use bulletin boards, discussion lists, and moderated chats?

AAHRCP Website make bulletin boards, discussion lists, and moderated chats available to those viewing its website. Any information that is disclosed in these areas becomes public information, and you should exercise caution when deciding to disclose your Personal Information.

11. USE OF SITES BY MINORS

The Site is not directed to individuals under the age of eighteen (18) and we do not knowingly collect Personal Information from individuals under 18. If you are a resident of California, under 18 and a registered user of the Sites, you may ask us to remove content or information that you have posted to the Sites by writing to info@aahrp.com . Please note that your request does not ensure complete or comprehensive removal of the content or information, as, for example, some of your content may have been reposted by another user.

12. JURISDICTIONAL ISSUES

The Site is controlled and operated by Wix for AAHRCP from the United States and is not intended to subject us to the laws or jurisdiction of any state, country or territory other than that of the United States.

PART II – AAHRCP PRIVACY POLICY FOR INFORMATION COLLECTED OTHER THAN THROUGH AAHRCP WEBSITE

1. If you submit Personal Information to AAHRCP through any channel other than AAHRCP Website, the same privacy rules set forth at Part I above for AAHRCP Website will be applied to such Personal Information you submit through channels other than AAHRCP Website, except as follows:

- a. The "cookies" and other tracking devices used by the AAHRCP Website and described in Part I above do not apply to Personal Information gathered through channels other than the AAHRCP Website.
- b. Hardcopy Personal Information provided to AAHRCP which is not converted to electronic media and hosted by AAHRCP will be subject to different security procedures than will stored electronic Personal Information.
- c. When AAHRCP collects Personal Information through channels other than AAHRCP Website it may in some instances apply a different privacy policy to such information; but where it does so it shall conspicuously disclose to you at the time of collection what privacy policy will apply to such information. For example, AAHRCP may collect survey information through a survey where AAHRCP's use of any Personal Information from that survey is more limited than the general AAHRCP Privacy Statement would otherwise allow; in such a case AAHRCP will disclose the

stricter privacy policy governing that survey information at the time such Personal Information is collected from the survey respondent.

PART III - CONTACT US

If you have any questions or complaints about the Terms or the Policy, or if you would like to update any personal information you have provided to us, please contact us at the mailing address or email address below.

Mailing Address:

**All About HR Consulting Partners
P.O. Box 271
Reidville, SC 29375
ATTN: Client Services Department.**

Email Address: info@aahrcp.com

Please note that e-mail communications will not necessarily be secure; accordingly, you should not include any sensitive information in your e-mail correspondence with us.