**NOHA CONSULTANTS, LLC**
Effective Date: 10NOV2026
Last Updated: 10NOV2026

## 1. Introduction

NOHA Consultants, LLC ("NOHA," "we," "us," or "our") respects your privacy. This Privacy Policy explains what information we collect, how we use and share it, and the choices you have when you visit [www.yourwebsite.com] (the "Site"), contact us, or use our consulting, automation, and talent acquisition services.

## 2. Information We Collect

### Information you provide to us

- Contact details, such as your name, email address, phone number, company name, and job title, when you submit an inquiry or contact form or subscribe to updates.
- Candidate information, such as your resume, work history, education, certifications, skills, salary expectations, and professional references, when you apply for a role or join our talent network.
- Business information about projects, facilities, or requirements that you share when requesting consulting services.
- Any other information you choose to include in your messages to us.

### Information collected automatically

- Device and usage data, such as IP address, browser type, operating system, pages viewed, referring pages, and the date and time of your visit.
- Cookie and similar technology data, described in Section 5.

### Information from other sources

For recruiting, we may receive information from professional networking platforms, job boards, references, or prior employers, as permitted by law.

Please do not send us sensitive information such as Social Security numbers, financial account numbers, or health information unless we specifically request it for a legitimate purpose.

### 3. How We Use Your Information

We use your information to:

- respond to your inquiries and provide our consulting, automation, and staffing services;
- match candidates with job opportunities and share qualifications with prospective employers or clients;
- evaluate qualifications and communicate about roles, interviews, and placements;
- send updates, insights, and marketing communications, which you can opt out of at any time;
- operate, secure, analyze, and improve the Site and our services;
- comply with legal obligations and enforce our Terms of Service; and
- protect our rights, our users, and the public from fraud or misuse.

### 4. How We Share Your Information

We do not sell your personal information. We may share it as follows:

- **Prospective employers and clients:** with your knowledge or consent, we share candidate information with employers or clients considering you for a role.
- **Service providers:** trusted vendors who help us run the Site, host data, send emails, analyze traffic, or manage recruiting, and who are required to protect your information.
- **Legal and safety:** when required by law, subpoena, or legal process, or to protect the rights, property, or safety of NOHA, our users, or others.
- **Business transfers:** if NOHA is involved in a merger, acquisition, or sale of assets, your information may be transferred as part of that transaction.
- **With your consent:** in any other situation where you have agreed to the sharing.

### 5. Cookies and Tracking Technologies

We use cookies and similar technologies to keep the Site working, remember your preferences, and understand how visitors use it. You can control cookies through your browser settings, and you can opt out of analytics tracking where tools are provided. Disabling cookies may affect how parts of the Site work. Where you use a browser signal such as Global Privacy Control, we will honor it as required by applicable law.

### 6. Data Retention

We keep personal information only as long as needed for the purposes described in this Policy, including to meet legal, accounting, or reporting requirements. Candidate information is generally kept for [number] years after your last interaction with us unless you ask us to delete it sooner.

### 7. Data Security

We use reasonable administrative, technical, and physical safeguards to protect your information. However, no method of transmission or storage is completely secure, and we cannot guarantee absolute security.

### 8. Your Privacy Rights and Choices

Depending on where you live, you may have the right to:

- access the personal information we hold about you;
- correct inaccurate or incomplete information;
- request deletion of your information;
- receive a copy of your information in a portable format;
- opt out of marketing emails, targeted advertising, or the sale or sharing of personal information; and
- not be discriminated against for exercising your rights.

Residents of certain U.S. states, including California, may have additional rights under state privacy laws. To exercise any of these rights, contact us using the details in Section 12. We may need to verify your identity before fulfilling a request. You may unsubscribe from marketing emails at any time using the link in the message.

### 9. Children's Privacy

The Site and our services are intended for businesses and adults and are not directed to anyone under 18. We do not knowingly collect personal information from children. If you believe a child has provided us information, please contact us and we will delete it.

### 10. Third-Party Links

The Site may link to third-party websites. We are not responsible for their privacy practices or content, and we encourage you to read their policies.

## 11. Changes to This Policy

We may update this Privacy Policy from time to time. The updated version will be posted on the Site with a new “Last Updated” date. Your continued use of the Site after changes are posted means you accept the revised Policy.

## 12. Contact Us

If you have questions about this Privacy Policy or want to exercise your privacy rights, contact us at:

NOHA Consultants, LLC
Email: nohausa@nohaconsultants.com