

Round Hill Search Privacy Policy

Effective Date: January 1, 2025

Round Hill Search (“Company,” “we,” “us,” or “our”) is committed to protecting the privacy of individuals who interact with our website (www.roundhillsearch.com) and our recruitment services. This Privacy Policy explains how we collect, use, disclose, and protect your personal information.

This Privacy Policy complies with the California Consumer Privacy Act (CCPA) and the California Privacy Rights Act (CPRA), which grant California residents specific rights regarding their personal data. If you are a California resident, please review Section 9 (Your California Privacy Rights) for additional information about your rights under state law.

By using our website and services, you consent to the collection and use of your personal information as described in this Privacy Policy.

1. Information We Collect

We collect personal information in the following ways:

a. Information You Provide to Us

When you apply for a job, sign up for job alerts, or contact us, you may provide:

- Personal Identifiers: Name, email address, phone number, and mailing address
- Professional Information: Resume, employment history, education, skills, and job preferences
- Account Information: If you create an account, we may collect your username and password
- Other Information: Any details you voluntarily provide during communication with us

b. Information Collected Automatically

When you visit our website, we may collect:

- Device Information: IP address, browser type, operating system

- Website Usage Data: Pages visited, time spent on our website, referral source
- Cookies and Tracking Technologies: We use cookies and analytics tools to understand how users interact with our website

c. Information from Third Parties

We may receive information from background check providers, professional networks (e.g., LinkedIn), or employer references in compliance with applicable laws.

2. How We Use Your Information

We collect and process personal information for the following purposes:

- Recruitment Services: To match candidates with job opportunities
- Communication: To respond to inquiries, provide job alerts, and send updates about job opportunities
- Website Improvements: To analyze trends and enhance our website functionality
- Legal Compliance: To comply with applicable laws and regulations

We do not sell or share your personal information with third parties for monetary gain or targeted advertising purposes.

3. How We Share Your Information

We may share your information in the following circumstances:

- With Employers: Only with your explicit consent, we share your resume and relevant details with potential employers.
 - With Service Providers: We engage third-party service providers (e.g., IT support, analytics) who are contractually required to protect your information.
 - For Legal Compliance: If required by law, we may disclose your information to regulatory authorities or law enforcement.
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4. Your Privacy Rights (CCPA & CPRA Compliance)

Under California privacy laws, you have the following rights regarding your personal information:

a. Right to Know

You have the right to request details about:

- The categories of personal information we collect
- The sources from which we collect information
- The business purpose for collecting personal data
- The categories of third parties with whom we share personal data

b. Right to Access & Data Portability

You can request a copy of the personal data we have collected about you in a portable and readily usable format.

c. Right to Delete

You can request that we delete your personal information, subject to legal or contractual obligations.

d. Right to Correct

You may request corrections to inaccurate personal data we hold about you.

e. Right to Opt-Out of Data Sharing

We do not sell or share your personal data for targeted advertising purposes. However, you have the right to opt out of any future data sales if our policies change.

f. Right to Limit Use of Sensitive Personal Data

If we collect sensitive personal information (e.g., social security number), you have the right to restrict how it is used.

5. How to Exercise Your Rights

To submit a request regarding your data, please contact us:

- info@roundhillsearch.com

- (310) 806-9495
- 12100 Wilshire Blvd, Suite 800, Los Angeles, CA 90025

We will verify your identity before processing any privacy requests. California residents may also designate an authorized agent to act on their behalf.

6. Data Protection & Security

We implement security measures to protect your personal data, including:

- Encryption for sensitive data storage and transmission
 - Access controls to restrict data access to authorized personnel only
 - Regular security audits to prevent unauthorized access or data breaches
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7. Data Retention

We retain personal information as long as necessary to fulfill our recruitment services and comply with legal obligations. If you request data deletion, we will erase your information unless retention is legally required.

8. Cookies & Tracking Technologies

We use cookies and tracking technologies to improve website performance. You can manage your cookie preferences through your browser settings.

9. Third-Party Links

Our website may contain links to third-party sites. We are not responsible for the privacy practices of external websites.

10. Changes to This Privacy Policy

We may update this Privacy Policy to reflect changes in laws or business practices. We will notify users of any significant updates.

11. Contact Us

For questions regarding this Privacy Policy or your data rights, please contact:

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