

SCHERCK CONSULTING, LLC

Privacy Policy

This Privacy Policy applies to the website and mobile application (together the “Sites”) provided by Scherck Consulting, LLC, (“Scherck Consulting”) a company located in Beloit, Wisconsin, USA. Scherck Consulting is the company that determines the purpose and means of processing personal data on the Sites. Personal data is information that relates to an individual or entity that is identified or identifiable by reference to a name, identification number, online identifier or other personal reference.

By assisting clients through individualized consulting and on the Sites, Scherck Consulting intends to provide users with a premium level of Human Resources consulting services. To provide this level of service, it is necessary to collect certain user personal data on the Sites.

Scherck Consulting takes user data privacy very seriously and is committed to protecting user personal data as described in this Privacy Policy. Scherck Consulting never sells individualized or non-individualized user data to a third party. All user data collected on the Sites is maintained and used only by Scherck Consulting for the purpose of delivering its services to its clients.

Scherck Consulting reserves the right, at its sole discretion, to revise or update this Privacy Policy from time to time. Site users are invited to review the current version of the Privacy Policy each time the user visits the Sites.

Information collected and how it is used

Scherck Consulting may collect personal data from Site users such as the user’s name, contact information, occupation, company or employment affiliation, industry, region, relationship to Scherck Consulting, reason for contacting Scherck Consulting, payment or financial information, employment information and any other information the user chooses to share.

By reviewing the Sites or sending information, the user expressly consents to allow Scherck Consulting to process the user’s personal data as described in this Privacy Policy. Scherck Consulting may use the user personal data to send marketing communications, process service requests or otherwise manage the user’s relationship with Scherck Consulting.

Scherck Consulting collects personal data from users of the Sites when a user requests information from Scherck Consulting and/or supplies information to the Sites such as when the user completes and submits a contact form, requests consulting services, opts to receive email from Scherck Consulting, agrees to participate in surveys conducted by Scherck Consulting or otherwise chooses to interact with Scherck Consulting.

Use of cookies on the Sites

The Sites may use cookies or other technology to obtain certain types of information about the user.

“Cookies” are small text files that are stored by the user’s browser on the user’s computer’s hard drive. Cookies can be placed on the user’s computer directly by the Sites or by another website. Scherck Consulting may use cookies to keep track of the user’s visit to the Sites, speed up navigation and improve the user’s experience on the Sites.

The Sites may also use cookies such as Google Analytics to carry out some analytics on and enhance the Sites. These cookies help Scherck Consulting understand how users use the Sites, which pages are the most visited or where users are located.

The Sites may also use cookies to enable the user to share content on networking or social media sites or for marketing and promotional purposes where the user has subscribed to receive marketing information from Scherck Consulting.

The user can disable or delete cookies through the user's browser help function but certain aspects of the Sites may not work properly if the cookies are disabled or deleted.

Data-sharing

Scherck Consulting may share a user's personal data with third parties to improve Scherck Consulting's services. Scherck Consulting will not share or sell user data to any third party for its own use.

Scherck Consulting may share user data with others, in these ways:

- Scherck Consulting's service providers or partners such as marketing service providers, IT systems providers, background check providers, data cleansing providers, financial service providers or event organizers so these parties can provide services to Scherck Consulting;
- Other Scherck Consulting clients, if the user has chosen to join any Scherck Consulting user networks;
- Law enforcement or other government authorities as required by law.

Links to other websites

The Sites may contain links to third party websites that are governed by their own terms and privacy policies. Scherck Consulting disclaims any liability or responsibility for the content on or the user's use of these third party websites.

Third party websites, including social network sites, are governed by their own terms of use and privacy policies. Users should review these policies before browsing and submitting information to them. Scherck Consulting is not responsible for the privacy policies of third party websites. In addition, a link to a third party website does not mean that Scherck Consulting endorses or accepts responsibility for the content or use of the website. Scherck Consulting does not bear any liability or responsibility for the content or for the user's use of these websites.

User data security

Scherck Consulting has implemented appropriate technical and organizational security measures to protect user personal data from loss, misuse, alteration or destruction.

These security measures include de-identifying or anonymizing data when possible. Scherck Consulting authorized personnel and selected third parties will have access to user data only to the extent needed to complete work for the user or to provide services. Scherck Consulting takes every reasonable precaution to maintain user data security; however, Scherck Consulting cannot guarantee that unauthorized persons will not obtain access to user data.

User rights regarding data privacy

State and local laws vary regarding a user's privacy rights for data collected online. Depending on where the user resides or is located, the user may have the right to request access to, rectification of or erasure of user personal data and to object to or ask Scherck Consulting to restrict the processing or use of user personal data. The user may also have the right to withdraw consent and request that Scherck Consulting stop processing or delete user personal data.

If a user would like to –

- Access, rectify, cancel or oppose user data collection by Scherck Consulting;

- Opt out of or unsubscribe to any marketing or other email communication from Scherck Consulting;
- Make a request about user personal data; or
- If the user fears that user personal data is being handled unlawfully,

the user is asked to contact Scherck Consulting immediately at dataprivacy@scherckconsulting.com regarding this request or report.

Please note that Scherck Consulting will take reasonable steps to confirm the identity of the requestor before responding to the request. Scherck Consulting takes these precautions to protect its clients. Please be aware that the extra steps are included with the client or user's data security in mind.

Children

The Sites are not directed at children 16 years of age or younger. Scherck Consulting will not intentionally collect information about anyone under the age of 17. Scherck Consulting asks users of the Sites not to submit information about or from anyone under age 17.

CONTACT

Questions about this Privacy Policy or how Scherck Consulting handles user personal data should be directed to:

Email: dataprivacy@scherckconsulting.com
U.S. Mailing Address: 635 3rd Street Beloit, WI 53511