



Draft Privacy Policy for Northern NV Jobs

Effective Date: August 19, 2025

1. Introduction

This Privacy Policy applies to *Northern NV Jobs*—operated via **winnemuccajobs.com** (“we,” “us,” or “our”). It explains how we collect, use, disclose, and protect your personal information when you interact with our site and services.

2. Information We Collect

- **Personal Information:** Name, email, phone number, physical address, resume, qualifications, and work history.
- **Employer Information:** Company name, contact details, job descriptions, business credentials.
- **Usage & Technical Data:** IP address, device/browser details, pages visited, application timestamps, cookies, server logs, and analytics.

3. How We Collect Information

- **Direct Input:** Information you provide during registration, job applications, or job postings.
- **Automatic Capture:** Via cookies, analytics tools (e.g., Google Analytics), and server logs.

4. Purpose of Collection

- **Service Delivery:** Account setup, job matching, job alerts.
- **Functional Improvements:** Site analytics and feature development.
- **Communication:** Notifications, newsletters, optional marketing (with opt-in).
- **Legal Compliance:** Fraud prevention, compliance with applicable laws.

5. Cookies & Tracking Technologies

- Use of essential and non-essential cookies for analytics, functionality, and optional marketing.
- Users can disable non-essential cookies via browser settings; functionality may be impacted.

6. Data Sharing & Disclosure

- **Third-Party Providers:** Hosting services, analytics platforms, email providers (identified as used).
- **Employers:** Applicant information shared with employers only if explicitly authorized.

NORTHERN NV JOBS

- **Legal Obligations:** Data may be disclosed when required by law or investigative authorities.

7. Data Retention

- **Applicants:** Stored until account deletion or a specified timeframe (e.g., 12 months of inactivity).
- **Employers:** Job postings retained per account activity or employer deletion requests.
- Provide users with options to request correction or deletion.

8. Security Measures

- Implementation of encryption (SSL/TLS), secure hosting, and internal safeguards.
- Disclaimer: No security system is 100% infallible.

9. User Rights

- **Access & Correction:** Users may view and modify their data.
- **Deletion Requests:** Users can request data removal.
- **Opt-Out Options:** Ability to unsubscribe from non-essential communications.
- **CCPA (if applicable):** Rights available to California residents, including data access, deletion, and non-discrimination.
- Contact method: e.g., privacy@winnemuccajobs.com

10. International Data Transfers

- Information is stored and processed within the U.S.
- If international transfers occur, we implement appropriate safeguards (e.g., standard contractual clauses).

11. Changes to This Policy

- Policy updates will be posted with a new effective date.
- Encourage users to review periodically.

12. Contact Information

For inquiries or to exercise your rights, please contact: privacy@winnemuccajobs.com