

PRIVACY POLICY

Privacy Policy

S & E Group, LLC (“S & E Group,” “SEG,” “we,” “our,” or “us”) values the privacy of the individuals who use our technology, websites, and related services (collectively, the “S & E Group Network”). This privacy policy (the “Privacy Policy”) explains how we collect, use, and share information from website and platform users (“Users”).

Information We Collect

A. What We Collect

Device Information. S & E Group, LLC receives information from your devices, including IP address, location, web browser type, mobile operating system version, phone carrier and manufacturer, application installations, device identifiers, mobile advertising identifiers, push notification tokens, and, if you register with your social media account (such as Facebook, Google or LinkedIn), your applicable social media identifier.

Usage Information. To help us understand how you use the S & E Group Network and to help us improve our processes, we automatically receive information about your interactions with the S & E Group website, like the pages or other content you view, your actions within the S & E Group website, and the dates and times of your visits.

Call, Email and Text Information. We work with third-party partners to facilitate calls, emails and text messages to you. We may receive information about these communications including the date and time of the call, email or SMS message, and whether the call was answered or the message was received or opened.

Information from Cookies and Similar Technologies. We collect information through the use of “cookies”, tracking pixels, and similar technologies to understand how you navigate through the S & E Group website and interact with S & E Group, LLC advertisements, to learn what content is popular, and to save your preferences. Cookies are small text files that web servers place on your device; they are designed to store basic information and to help websites and apps recognize your browser. We may use both session cookies and persistent cookies. A session cookie disappears after you close your browser. A persistent cookie remains after you close your browser and may be accessed every time you use the S & E Group website. You should consult your web browser(s) to modify your cookie settings. Please note that if you delete or choose not to accept cookies from us, you may be missing out on certain features of the S & E Group Network.

Third Party Cookies. We use third party technologies, such as Facebook Analytics and Google Analytics, to help us to understand how you use the site and ways that we can improve your experience. These cookies may track things such as how long you spend on the site and the pages that you visit so we can continue to produce engaging content. Third party analytics are used to track and measure usage of this site so that we can continue to improve the S & E Group Network and your experience. We also use social media buttons and/or plugins on this site that allow you to connect with your social network in various ways, including Facebook, Twitter, and LinkedIn. These sites may set cookies through our site which may be used to enhance your profile on their site or contribute to the data they hold for various purposes outlined in their respective privacy policies.

B. Information You Provide to Us

Website. You can visit our website without having to tell us who you are or reveal any identifiable personal information to us. It is only when you request more information or register to use the S & E Group Network Career page or the Contact Form that you will be asked to provide us with identifiable personal information.

User Profile Information. When you register to use the S & E Group Network Career page, you give us your name, email address, phone number, date of birth, physical address, and certain other information. This information is not shared. (See “Sharing Exceptions” below.) You will be required to provide information with to our partners, and you will then be subject to their associated specific privacy policies.

Payment Method. When you use a credit card on the S & E Group site, a third party that handles payments for us will receive your card information. To keep your financial data secure, we do not store credit card information on our servers.

Communications. If you contact us directly, we may receive additional information about you. For example, when you contact our Support Team, we may receive the contents of a message or attachments that you may send to us, and other information you choose to provide.

Payment Information. To make sure companies using the S & E Group Network get paid, we keep information about companies’ bank routing numbers, tax information, and any other payment information provided by independent contractors and / or business owners.

C. Information We Collect from Third Parties

Third Party Partners. Once you register to use the S & E Group Network, we may receive additional information about you, such as demographic data, payment information, or fraud detection information, from third party partners and combine it with other information that we have about you.

Background Information. S & E Group works with some of our partners to perform identity verification and criminal background checks on individuals registered to use the S & E Group Network, and we may receive information from them such as publicly available information about a User’s criminal history. You will be required to provide information with to our partners, and you will then be subject to their associated specific privacy policies.

How We Use the Information We Collect

We use the information we collect from all Users to:

- PROVIDE, IMPROVE, EXPAND, AND PROMOTE THE SEG NETWORK;
- ANALYZE HOW USERS USES THE SEG NETWORK;
- COMMUNICATE WITH YOU DIRECTLY, INCLUDING FOR MARKETING AND PROMOTIONAL PURPOSES;
- PERSONALIZE THE SEG NETWORK EXPERIENCE FOR YOU;
- CALL YOU OR SEND YOU EMAILS AND TEXT MESSAGES;

- FACILITATE TRANSACTIONS AND PAYMENTS;
- PROVIDE YOU WITH SUPPORT;
- FIND AND PREVENT FRAUD; AND
- RESPOND TO SECURITY, CONFIDENTIALITY AND SAFETY ISSUES THAT MAY ARISE, AND REQUESTS FROM GOVERNMENT AUTHORITIES.

Additionally, we use the information we collect from Users for the following purposes related to servicing on the SEG Network:

- SENDING EMAILS AND TEXT MESSAGES TO USERS WHO HAVE STARTED THE REGISTRATION PROCESS REGARDING THE STATUS OF THEIR REGISTRATION;
- DETERMINING A USER'S ELIGIBILITY TO USE THE SEG NETWORK CAREER PAGE; AND
- NOTIFYING USERS ABOUT CAREER OPPORTUNITIES AND UPDATES.

How We Share the Information We Collect with Third Parties

We **DO NOT** share your information with our third-party partners with the following exceptions;

Sharing Exceptions:

- WHILE NEGOTIATING OR IN RELATION TO A CHANGE OF CORPORATE CONTROL SUCH AS A RESTRUCTURING, MERGER OR SALE OF OUR ASSETS;
- IF A GOVERNMENT AUTHORITY REQUESTS INFORMATION AND WE THINK DISCLOSURE IS REQUIRED OR APPROPRIATE IN ORDER TO COMPLY WITH LAWS, REGULATIONS, OR A LEGAL PROCESS;
- WITH LAW ENFORCEMENT OFFICIALS, GOVERNMENT AUTHORITIES, OR THIRD PARTIES IF WE THINK DOING SO IS NECESSARY TO PROTECT THE RIGHTS, PROPERTY, OR SAFETY OF A CLIENT OR ITS CUSTOMERS, SEG, OR THE PUBLIC;
- TO COMPLY WITH A LEGAL REQUIREMENT OR PROCESS, INCLUDING BUT NOT LIMITED TO, CIVIL AND CRIMINAL SUBPOENAS, COURT ORDERS OR OTHER COMPULSORY DISCLOSURES.

Your Choices

Email Subscriptions. You can always opt out and / or unsubscribe from our commercial or promotional emails. You can opt out of receiving marketing emails from SEG by clicking on the unsubscribe link at the bottom of any marketing email. To opt out of all other emails from SEG, email info@segroupllc.org. Please include your name, the name of your call center, your email address, and your User/CSP ID (if you have this User/CSP ID information).

Other Information

International Considerations. SEG does not provide any Career Opportunities outside of US and Canada. Generally, no personal information will be stored from individuals outside of the continental US or Canada.

Data Security. We are committed to protecting your data. Even though we take reasonable precautions to protect your data, no security measures can be 100% secure, and we cannot guarantee the security of your data.

Children's Privacy. We do not knowingly collect personal information from children under 18. If we find out that a child under 18 has given us personal information, we will take steps to delete that information. If you believe that a child under the age of 18 has given us personal information, please email us at info@segroupllc.org.

Online Policy Only. This online privacy policy applies only to information collected through our website and not to information collected offline.

Third party links. In an attempt to provide you with increased value, we may include third party links on our site. These linked sites have separate and independent privacy policies. We therefore have no responsibility or liability for the content and activities of these linked sites. Nonetheless, we seek to protect the integrity of our site and welcome any feedback about these linked sites (including if a specific link does not work).

Changes to Our Privacy Policy. We may make changes to this Privacy Policy from time to time. If we make any material changes, we will let you know through the SEG Network, by email, or other communication. We encourage you to read this Privacy Policy periodically to stay up-to-date about our privacy practices. As long as you use the SEG Network, you are agreeing to this Privacy Policy and any updates we make to it.

Your consent. By using our site, you consent to our privacy policy.



S & E Group, LLC

Charlotte, NC