

Effective Date: June 13, 2025

At **LeadCare Medical Staffing**, we value your privacy and are committed to protecting the personal information you share with us. This Privacy Policy explains how we collect, use, disclose, and safeguard your information when you visit our website www.leadcaremedicalstaffing.com or www.leadcarems.com and when you engage with our services.

We use www.wix.com website hosting servers/third-party processors/subcontractors located in United States of America, Ireland and Israel, which has received an Adequacy Determination from the European Commission, meaning that the European Commission has determined that appropriate safeguards are in place to protect data once it is transferred to that country. Customer data outside the U.S. may be transferred to Our website servers and/or third-party processors or subcontractors that are located in the U.S. The E.U. has determined that companies participating in the U.S. Privacy Shield have adequate safeguards in place to protect customer data.

“Wix stores information in our data centers which are located in the United States of America, Ireland and Israel. We also have group companies and third-party processors worldwide, so personal information may be processed in other countries if necessary.”

Wix.com Ltd. is based in Israel, which is considered by the European Commission to have a suitable level of protection for the personal information of EU individuals.”

[Learn More](#)

By using our Site or services, you consent to the practices described in this Privacy Policy.

1. Information We Collect

We may collect the following types of information:

1. **Personal Information:**

- Name, address, phone number, and email address.
- Employment history, resume details, certifications, and professional qualifications if you apply for a position.
- Social Security Number or Tax Identification Number when required for employment or payroll purposes.
- Emergency contact details.

2. **Health-Related Information:**

- Vaccination records, TB tests, physicals, and other occupational health information as required for healthcare staffing compliance.
- This information is handled in accordance with applicable healthcare privacy laws, including **HIPAA** (if applicable).

3. **Website Usage Data:**

- IP address, browser type, device information, and browsing activity collected through cookies and similar technologies.
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2. How We Use Your Information

We use the information we collect for the following purposes:

- To process job applications and place qualified candidates with our clients.
 - To communicate with you regarding job opportunities, assignments, payroll, and other employment-related matters.
 - To comply with legal and regulatory requirements (including state and federal employment laws).
 - To improve the functionality and security of our Site.
 - To send you important updates, newsletters, or promotional materials (you may opt out at any time).
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3. How We Share Your Information

We may share your information with:

- **Clients and Partner Facilities:** When necessary for job placement and credential verification.
- **Service Providers:** Third-party vendors who assist with payroll, background checks, credentialing, IT support, or data storage.
- **Legal & Regulatory Authorities:** When required to comply with applicable laws, regulations, or court orders.
- **Business Transfers:** In the event of a merger, sale, or acquisition of our business.

We **do not sell your personal information** to third parties.

4. Cookies and Tracking Technologies

Our Site may use cookies and similar technologies to improve user experience, track website performance, and analyze trends. You may disable cookies through your browser settings; however, some parts of the Site may not function properly if you do.

Cookie Consent: By using our Site, you consent to our use of cookies. You may manage your cookie preferences at any time in your browser settings.

5. Data Security

We implement reasonable administrative, technical, and physical safeguards to protect your personal information from unauthorized access, use, or disclosure. However, no method of transmission over the Internet is 100% secure.

6. Your Rights

Depending on your state of residence, you may have the following rights:

- **Access & Correction:** Request access to or correction of the personal information we hold about you.
- **Deletion:** Request the deletion of your personal information, subject to legal obligations.
- **Opt-Out:** Opt-out of receiving promotional communications at any time.

To exercise these rights, please contact us at info@leadcaremedicalstaffing.com.

7. HIPAA Notice of Privacy Practices (For Health-Related Data)

LeadCare Medical Staffing may collect certain health-related information for employment and placement purposes. When we act as a “covered entity” or “business associate” under the Health Insurance Portability and Accountability Act (HIPAA), we are required to protect the privacy of this information.

- We will only use or disclose your health information for purposes related to job placement, credentialing, compliance, and as required by law.
- You may request an accounting of disclosures of your health information.
- You have the right to request restrictions on certain uses and disclosures; however, we may not always be able to honor your request.

For a full HIPAA Notice of Privacy Practices, please contact us at info@leadcaremedicalstaffing.com.

8. State-Specific Addendum (CCPA, CPRA & Similar State Laws)

If you are a resident of California, Virginia, Colorado, or other states with similar privacy laws, you may have additional rights, including:

- **Right to Know:** Request details about categories of personal information we collect and how we use it.

- **Right to Delete:** Request deletion of your personal information.
- **Right to Opt-Out of Sale/Sharing:** We do not sell your personal information, but you may opt-out of any future sharing for targeted advertising.
- **Right to Non-Discrimination:** We will not discriminate against you for exercising your privacy rights.

To exercise these rights, please email us at **info@leadcaremedicalstaffing.com**

9. Children's Privacy

Our Site and services are not directed at children under 13. We do not knowingly collect personal information from children.

10. Third-Party Links

Our Site may contain links to third-party websites. We are not responsible for the privacy practices or content of those sites.

11. Changes to This Privacy Policy

We may update this Privacy Policy from time to time. Any changes will be posted with an updated effective date.

12. Contact Us

If you have questions or concerns about this Privacy Policy or how we handle your personal information, please contact us:

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Greensboro, NC 27408
Email: **info@leadcaremedicalstaffing.com**
Phone: **336-910-3012**