

Privacy Policy

Last Updated: 02.02.26

This Privacy Policy describes how we collect, use, and protect information obtained through our website. By accessing or using our website or services, you acknowledge that you have read, understood, and agree to the terms and practices described in this Privacy Policy.

INFORMATION WE COLLECT

Real User Metrics (RUM) Data

We collect Real User Metrics (“RUM”) data through a JavaScript snippet implemented on our website. This data consists solely of anonymous performance information, such as page load times, browser and device characteristics, and general usage patterns. RUM data does not identify individual visitors and is used only to evaluate and improve website performance.

Automatically Collected Information

Our systems automatically collect standard site visit and server log information. This may include IP addresses, browser types, referring pages, pages viewed, and the date and time of each visit. This information is collected for routine site management, security monitoring, and analysis of website usage. It is not used to personally identify visitors.

Voluntarily Provided Information

The only personal information we collect is information you voluntarily provide through our Contact Us form, which is also used for employment-related inquiries and applications. This may include your name, email address, phone number, and any additional information you choose to submit.

We use this information solely to respond to inquiries, provide requested information, and evaluate employment-related submissions.

HOW WE USE INFORMATION

We use collected information to operate and maintain our website, monitor website performance and security, improve site functionality and user experience, and evaluate employment-related inquiries.

INFORMATION SHARING AND DISCLOSURE

We may share collected information with trusted service providers that assist us in operating the website, analyzing performance, or processing employment-related submissions. These providers are permitted to use the information only as necessary to perform their services.

We may also disclose information if required to do so by law or in response to valid legal requests.

COOKIES AND SIMILAR TECHNOLOGIES

Our website may use cookies and similar technologies to support basic functionality and analyze site usage. We do not use cookies for advertising or behavioral tracking purposes.

DATA RETENTION

We retain information only for as long as reasonably necessary to fulfill the purposes described in this Privacy Policy, unless a longer retention period is required by law.

DATA SECURITY

We take reasonable administrative, technical, and physical measures to safeguard the information we collect. No system is completely secure.

YOUR RIGHTS AND CHOICES

You may request access to, correction of, or deletion of personal information you have voluntarily submitted, subject to legal requirements.

THIRD-PARTY LINKS

Our website may contain links to third-party websites. We are not responsible for their privacy practices.

POLICY UPDATES

We may update this Privacy Policy from time to time. Continued use of the website constitutes acceptance of changes.

GOVERNING LAW

This Privacy Policy is governed by the laws of the State of Ohio.

CONTACT INFORMATION

If you have questions about this Privacy Policy, contact us at 330-655-3970.