

SMS Privacy Policy – California, Oregon, New York, Washington, Texas

Effective Date: March 1, 2025

1. Introduction

The HR Manager, LLC ("we," "us," or "our") respects your privacy and is committed to protecting your information. This SMS Privacy Policy explains how we collect, use, and protect your personal information when you opt into our SMS messaging services in compliance with:

- California Consumer Privacy Act (CCPA)
- Oregon Consumer Privacy Act (OCPA)
- New York Privacy Act (NYPA) (if enacted)
- Washington My Health My Data Act
- Texas Data Privacy and Security Act (TDPSA)
- Federal Telephone Consumer Protection Act (TCPA)

By opting into our SMS communications, you consent to the terms outlined in this policy.

2. Information We Collect

When you sign up for our SMS services, we may collect:

- Your mobile phone number
- Your name (if provided)
- Message content and interaction history
- Any additional information you voluntarily provide

We do not collect sensitive data via SMS.

3. How We Use Your Information

We use your personal data for the following purposes:

- To send service-related SMS messages, including promotions, alerts, and notifications
- To respond to customer inquiries and provide support
- To improve our SMS services and user experience
- To comply with legal obligations

We do not use SMS for targeted advertising without explicit consent.

4. SMS Opt-In & Opt-Out

Opt-In: By subscribing to our SMS services, you consent to receive text messages.

Opt-Out: You can stop receiving messages anytime by replying STOP.

After opting out, you may receive a confirmation message, but we will no longer send SMS messages unless you opt back in.

5. Data Sharing & Third Parties

We do not sell your personal information. Your data may be shared with:

- Third-party service providers who assist with SMS delivery and system operations
- Legal authorities if required by law or to protect our rights

We do not share your information for marketing purposes without your explicit consent.

6. Privacy Rights by State

- California (CCPA) & Oregon (OCPA) Rights
- Right to Know: Request details on collected data.
- Right to Delete: Request deletion of your personal data (subject to legal exceptions).
- Right to Opt-Out: Opt out of data sales (we do not sell data).
- Right to Correction: Correct inaccurate personal data.
- New York (NYPA) & Washington (My Health My Data Act) Rights
- Right to Access: Request copies of personal data we hold.
- Right to Consent: Explicit consent is required before data collection.
- Right to Data Portability: Receive a copy of your data in a usable format.
- Healthcare Data Protection (Washington): We do not process health-related data via SMS.
- Texas (TDPSA) Rights
- Right to Know & Correct: Request data access and corrections.
- Right to Delete: Request deletion of collected personal data.
- Opt-Out Rights: Texas residents can opt out of targeted advertising and data sales (we do not sell data).

To exercise your privacy rights, please contact us at HR@thehrmanager.com. We will verify your request in compliance with state laws.

7. Data Security

We implement industry-standard security measures to protect your information from unauthorized access, disclosure, or misuse. However, SMS communication may not be fully secure—please avoid sharing sensitive information via text.


8. Policy Updates

We may update this policy periodically. Any changes will be posted on our website, and significant updates may be communicated via SMS.

9. Contact Us

For privacy-related inquiries or to exercise your rights, contact us at:

 HR@thehrmanager.com

 (855) 254-1277 ext. 1

By subscribing to our SMS services, you acknowledge that you have read and understood this privacy policy.