

# K.E. McCartney & Associates

## Privacy Policy

This privacy policy provides how K.E. McCartney & Associates (KEM) uses and protects information that you provide us. We are committed to ensuring that your privacy is protected. Should we ask you for information by which you can be identified, it will only be used in accordance with this privacy statement. In the event we make changes to the policy we will update this page. You should check this page from time to time to ensure that you find any changes acceptable. The current policy became effective 9-22-2024.

### **We may collect the following information:**

- Name
- Contact information including email address, postal address, phone number, inquiry and messaging.
- Online Application for Employment.

### **What we do with the information we gather and why we require it:**

- Contact you by email, phone, fax or mail.
- Address your requests and questions.
- For internal record keeping to service your needs and perform our obligations.
- Comply with all laws and industry standards.
- We will never sell your information.

## **KEM Mobile Message Service Terms and Conditions**

- **Last updated: 9-24-2024**
- The KEM mobile message service is operated by KEM using Ring Central Cloud phone service. Your use of the Service constitutes your agreement to these terms and conditions (“Mobile Terms”). We may modify or cancel the Service or any of its features without notice. To the extent permitted by law, we may modify these Mobile Terms and your continued use of the Service shall constitute your acceptance of the changes.
- By consenting to KEM’s SMS/text messaging service, you agree to receive SMS/text messages from and on behalf of KEM through your wireless provider to the mobile number you provided. This will occur regardless of your mobile number’s registration to any state or federal Do Not Call list.
- We do not charge for the Service, but you are responsible for charges and fees for text messaging charged by your wireless provider. Message frequency varies. Message and data rates may apply. Check your mobile plan and contact your wireless provider for details. You are solely responsible for all charges related to SMS/text messages, including charges from your wireless provider.
- The wireless carriers supported by the Service are not liable for delayed or undelivered messages.
- To the extent permitted by applicable law, you agree that we will not be liable for failed, delayed, misdirected delivery, errors in information, and/or any action you may or may not take in reliance on the information or Service.

- We will never share, trade or otherwise sell your personal information such as Phone numbers and SMS content to third parties under any circumstances.
- For any concerns, questions or support contact: [mkissel@kemccartney.com](mailto:mkissel@kemccartney.com)