

Privacy Policy

Company Name: O'Neill Logistics LLC

Website: www.oneilllogistics.com

1. Overview

O'Neill Logistics LLC and its affiliates ("we," "us," or "our") is committed to protecting the personal data of individuals who interact with us. This Privacy Policy outlines how we collect, use, share, and safeguard your personal data across various aspects of our business, including:

- Logistics and transportation services
- Recruitment and employment activities
- Customer and vendor relationships
- Marketing and website operations

This Policy complies with applicable privacy regulations, including the **California Consumer Privacy Act (CCPA)**, where applicable.

2. Scope

This Privacy Policy applies to all personal data collected through:

- Our website and customer portals
- Job boards (e.g., Indeed, LinkedIn) and social media platforms
- Email, phone, and other communication channels
- In-person interactions and events
- Recruitment agencies and employment-related processes

It applies to customers, job applicants, employees (where noted), contractors, vendors, website visitors, and any individual whose data we process.

3. Information We Collect

We may collect and process the following categories of personal data:

A. General Identification and Contact Information

- Full name, email address, phone number, postal address
- Company or job title (if relevant)
- Communication preferences

B. Recruitment and Employment Data

- Resumes/CVs, cover letters, work and education history
- Job preferences, references, interview notes
- Background checks and eligibility documents (where lawful and consented)
- Equal opportunity data (voluntarily submitted)

C. Customer and Vendor Data

- Company details, billing and payment information
- Delivery addresses, order and shipment history
- Contract and transaction records

D. Website & Technical Data

- IP address, browser type, device identifiers, location data
- Website activity and usage data collected via cookies and analytics tools

E. Marketing and Communications Data

- Newsletter subscriptions
- Interaction with promotional materials
- Feedback or inquiries via forms or chat systems

4. How We Use Your Data

We use your personal data for the following purposes:

- To provide logistics and transportation services
- To manage customer, vendor, and partner relationships
- To process job applications and manage hiring
- To fulfill legal and regulatory obligations
- To improve our services and website
- To send marketing communications (with your consent, where required)

5. Legal Bases for Processing (GDPR)

If you are in the EU/EEA, we process your personal data under one or more of the following legal bases:

- **Consent** – where you have given clear permission
- **Contractual necessity** – to perform a contract with you
- **Legal obligation** – to comply with laws and regulations
- **Legitimate interests** – for purposes such as fraud prevention, recruitment, service improvement, or internal administration

You may withdraw your consent at any time where processing is based on consent.

6. CCPA Notice (California Residents)

If you are a California resident, the CCPA gives you the following rights regarding your personal information:

A. Your CCPA Rights

- **Right to Know:** You may request to know what personal data we collect, use, and share.
- **Right to Delete:** You may request deletion of your personal information, with some exceptions.
- **Right to Opt-Out of Sale:** We do not sell personal data.
- **Right to Non-Discrimination:** You will not receive discriminatory treatment for exercising your privacy rights.

B. Categories of Personal Information Collected (Past 12 Months)

- Identifiers (name, contact info, IP address)
- Professional/employment information
- Internet or other electronic network activity
- Geolocation data (from IP address)
- Inferences drawn from other data

C. How to Exercise Your Rights (California)

To make a request, you may contact us (see section below).

7. Sharing Your Information

We do not sell your personal data. We may share your data with:

- **Internal teams** (HR, sales, operations, legal)
- **Third-party service providers** (hosting, applicant tracking, background checks)

- **Recruitment partners** (with consent)
- **Regulatory or legal authorities** (if required)

We ensure appropriate contractual protections are in place when sharing data with vendors.

8. Data Retention

We retain personal data only for as long as necessary for the purposes it was collected, or to comply with legal, accounting, or reporting requirements.

Recruitment data may be retained for a reasonable time to consider you for future roles, unless you request deletion (where applicable by law).

9. Data Security

We implement appropriate technical and organizational measures to protect your personal data, including encryption, access controls, and secure storage. However, no system is completely secure, and we encourage you to also protect your own data.

10. Cookies and Tracking Technologies

We use cookies and similar technologies on our website to:

- Enable site functionality
- Analyze website traffic and usage
- Improve user experience
- Provide relevant marketing (with consent, where applicable)

You can manage your cookie preferences through your browser settings or by using our cookie banner when visiting our site.

11. International Data Transfers (GDPR)

If your data is transferred outside the EU/EEA, we use appropriate safeguards, such as:

- Standard Contractual Clauses (SCCs)
- Data transfer agreements with third-party vendors

We ensure that any transfer of your data meets the standards required under the GDPR.

12. Your Privacy Rights

Depending on your jurisdiction, you may have rights to:

- **Access** your personal data
- **Correct or update** inaccurate information
- **Request deletion** of your data
- **Restrict or object** to certain processing
- **Withdraw consent** at any time
- **Lodge a complaint** with a data protection authority (e.g., EU Supervisory Authority)

To exercise your rights, please contact us (see section below).

13. Children's Privacy

Our services are not intended for children under the age of 16, and we do not knowingly collect personal data from minors. If you believe we have inadvertently collected such data, please contact us to request its deletion.

14. Updates to This Privacy Policy

We may update this Privacy Policy from time to time to reflect changes in legal requirements or our business practices. The latest version will always be available on our website with the updated "Effective Date."

15. Contact Us

If you have questions about this Privacy Policy, or wish to exercise your privacy rights, contact us at:

O'Neill Logistics LLC
130 Interstate Blvd, Suite 1, Monroe Township, NJ 08831
Email: info@oneilllogistics.com
Phone: 732 340-1200