



YORK
1427 N. George St
York, PA 17404

Ph: 717-850-0000
Fax: 717-650-2467

HANOVER
983 Carlisle St
Hanover, PA 17331

Ph: 717-632-7555
Fax: 717-632-4747

LANCASTER
2126 Columbia Ave
Lancaster, PA 17603

Ph: 717-560-5277
Fax: 717-945-6876

READING
4411 N 5th St Hwy
Temple, PA 19560

Ph: 610-921-4560
Fax: 610-921-4561

Tempstar Staffing Privacy Policy

Protecting your private information is our priority. This statement of Privacy applies to <https://www.tempstarstaffing.com/>, and Tempstar Staffing and governs data collection and usage. For the purposes of this Privacy Policy, unless noted otherwise, all references to Tempstar Staffing include <https://www.tempstarstaffing.com/> and Tempstar. The Tempstar website is a staffing & recruitment site. By using the Tempstar website, you consent to the data practices described in this statement.

Collection of your Personal Information

In order to provide you with better services, Tempstar may collect personally identifiable information, such as your:

- First and last name
- Mailing address
- Email address
- Phone number
- Employer
- Job title

We do not collect any personal information about you unless you voluntarily provide it to us. However, you may be required to provide certain personal information to us when you elect to use our services. These may include: (a) registering for an account; (b) entering a sweepstakes or contest sponsored by us; (c) sending us an email message. We will use your information for, but not limited to, communicating with you in relation to services you have requested from us. We also may collect additional personal and non-personal information in the future.

Use of your Personal Information

Tempstar collects and uses your personal information to operate and deliver services that you have requested. These services include communication from our employees about available jobs, offers, job details, directions, and other information relating to recruitment services.

Sharing Information with Third Parties

Tempstar does not sell, rent or lease its customer lists to third parties.

Tempstar may share data with trusted partners to help perform statistical analysis, send you email or post mail, provide customer support, or arrange for deliveries. All such third parties are prohibited from using your personal information except to provide these services to Tempstar, and they are required to maintain the confidentiality of your information.

Tempstar may disclose your personal information, without notice, if required to do so by law or in the good faith belief that such action is necessary to: (a) conform to the edicts of the law or comply with legal process served on Tempstar or the site; (b) protect and defend the rights or property of Tempstar; and/or (c) act under exigent circumstances to protect the personal safety of users of Tempstar, or the public.

Automatically Collected Information

Information about your computer hardware and software may be automatically collected by Tempstar. This information can include your IP address, browser type, domain names, access times and referring website addresses. This information is used for the operation of the service, to maintain quality of the service, and to provide general statistics regarding use of the Tempstar website.

Use of Cookies

The Tempstar website may use “cookies” to help you personalize your online experience. A cookie is a text file that is placed on your hard disk by a web page server. Cookies cannot be used to run programs or deliver viruses to your computer. Cookies are uniquely assigned to you, and can only be read by a web server in the domain that issued the cookie to you.

One of the primary purposes of cookies is to provide a convenience feature to save you time. The purpose of a cookie is to tell the web server that you have returned to a page you have already visited. For example, if you personalize Tempstar pages, or register with Tempstar, a cookie helps the Tempstar website to recall your specific information on subsequent visits. This simplifies the process of recording your personal information, such as email addresses, mailing addresses, and so on. When you return to the Tempstar website, the information you previously provided can be retrieved.

You have the ability to accept or decline cookies. Most web browsers automatically accept cookies, but you can change this in your browser settings to decline them.

Links

This website contains links to other sites, such as social media sites & government sites, among others. Please be aware that we are not responsible for the content or privacy practices on these sites. Please be aware when you leave our site using these links and to read the privacy policies of any other site that collects personally identifiable information.

Security of your Personal Information

Tempstar uses SSL Protocol to secure your personal information from unauthorized access, use, or disclosure. When personal information is transmitted to other websites, it is protected using encryption, such as the Secure Sockets Layer (SSL) protocol.

We strive to take all appropriate security measures necessary to protect you and your information from being accessed or tampered with by unauthorized individuals. Unfortunately, no data transmission over the Internet or any wireless network can be guaranteed to be 100% secure. As a result, while we strive to protect your personal information, you acknowledge that: (a) there are security and privacy limitations inherent to the internet which are beyond our control; and (b) security, integrity, and privacy of any and all information and data exchanges between you and us through the Tempstar site cannot be guaranteed.

Right to Deletion

Subject to certain exceptions set out below, on receipt of a verifiable request from you, we will delete your personal information from our record, and direct any service providers to delete your personal information from their records.

Please note that we may not be able to comply with requests to delete your personal information if it is necessary to:

- Detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity; or prosecute those responsible for that activity;
- Debug to identify and repair errors that impair existing intended functionality;
- Enable solely internal uses that are reasonably aligned with your expectations based on your relationship with us.
- Comply with an existing legal obligation; or
- Otherwise use your personal information, internally, in a lawful manner that is compatible with the context in which you provided the information.

Children Under Thirteen

Tempstar does not knowingly collect personally identifiable information from children under the age of thirteen. If you are under the age of thirteen, you must ask your parent or guardian for permission to use this website.

Email Communications

Tempstar may contact you via email for the purpose of communicating with you about jobs, assignments, directions, appointments, and/or general communication.

If you would like to stop receiving these emails from Tempstar, you may opt out by replying STOP.

SMS Communications

Tempstar may contact you via text message for the purpose of communicating with you about jobs, assignments, directions, appointments, and/or general communication.

If you would like to stop receiving these emails from Tempstar, you may opt out by replying STOP.

External Data Storage Sites

Tempstar may store your data on servers provided by third party hosting vendors with whom we have contracted.

Changes to this Policy

Tempstar reserves the right to change this Privacy Policy from time to time. You may check this Privacy Policy from time to time to view the updates. Your continued use of the Tempstar website and/or services available after such modifications will constitute your: (a) acknowledgement of the modified Privacy Policy; and (b) agreement to abide and be bound by that Policy.

Contact Information

Tempstar welcomes your questions or comments regarding this Privacy Policy. If you believe that Tempstar has not adhered to this Policy, please contact Tempstar at

Tempstar Staffing

1431 N. George Street

York, Pennsylvania 17404

Email address:

igiambalvo@tempstarstaffing.com

Phone number:

(717) 848-1100

Effective as of November 8, 2023