



Privacy Policy

At ZSM Recruiting, we are strongly committed to respecting and protecting your privacy. This privacy policy (“Policy”) is designed to help you understand how we collect, use, and share Personal Data that we collect through the ZSM Recruiting website located at zsmrecruiting.com (the “Website”) and the service provided thereon (the “Service”).

By using or accessing the Websites and the Service, you signify your agreement to be bound by this Privacy Policy. IF YOU DO NOT AGREE TO THIS PRIVACY POLICY YOU MAY NOT ACCESS OR OTHERWISE USE OUR SERVICE OR PARTICIPATE IN OUR SERVICES.

Key aspects of our privacy practices described in this Privacy Policy include the following explanations:

- The information we collect and why we collect it;
- How we use that information;
- How we share information; and
- The choices we offer.

Personally Identifiable Information That We Collect:

We may collect personally identifiable information (“Personal Information”) that you voluntarily provide when using the Service. This may include, but is not limited to:

- Your name
- Contact details (such as email address, phone number, and mailing address)
- Your resume or employment-related information (e.g., job history, skills, salary expectations)
- IP address or device information
- Any other information you choose to share with us, such as through contact forms, newsletter sign-ups, or client inquiries

Non-Personal or Aggregate Information That We Collect:

When you access our Service, we may automatically collect non-personally identifiable

information such as your IP address, pages viewed, browser type, operating system, referring service, search terms, device type, and general usage or browsing behavior on the site. We may also collect aggregated demographic data (e.g., the number of users from a specific region) in a way that does not identify any individual.

We may combine this non-personal information with data collected offline, from third parties, or by anonymizing previously collected personal data.

While our intention is to only collect non-personal data through these methods, there may be rare instances where personally identifiable information is inadvertently gathered. If you believe this has occurred, please contact us at info@zsmrecruiting.com so we can promptly address the issue.

Information Usage:

We will only use your personally identifiable information as described below, unless you have specifically consented to another type of use—either at the time the information is collected or through other forms of notice or consent:

- We may use your personally identifiable information to provide and improve the Service.
- We may use your information to respond to your inquiries or requests.
- We may send you emails from time to time about our services; however, we will not share your information with third parties for their direct marketing purposes unless permitted by this Privacy Policy or with your explicit consent.
- We may share your information with trusted third-party service providers who assist us in operating our business and delivering the Service (e.g., sending emails, managing communications).

We urge you to read the privacy practices of all of our Third- Party Vendors before submitting any personally identifiable information through the Service.

- We may disclose personally identifiable information as required by law or legal process.
- We may disclose such information in connection with investigations into suspected fraud, harassment, or other violations of law, regulation, or our Terms of Service.
- If ZSM Recruiting is involved in a business transaction such as a merger, acquisition, or sale of assets, your personal information may be transferred as part of that transaction.
- We may share your personally identifiable information with trusted affiliates or partners who help us deliver our services, provided their privacy practices are consistent with this Privacy Policy.
- We may use non-personally identifiable or aggregated information for any lawful purpose, including to improve our services, and may share it with third parties—so long as it does not personally identify you.

Cookies and Similar Technologies

- We use cookies and similar technologies (e.g., web beacons, tags) to improve your experience on our site, customize content, and analyze usage. These may be placed by us or by third-party service providers, such as analytics partners. Our business partners may also set cookies when you interact with our site.
- You can manage or delete cookies through your browser settings. Disabling cookies may affect some site functionality. We do not use cookies to collect personally identifiable information without your knowledge.
- If you delete your cookies, change browsers, or use a different device, any opt-out preferences may no longer apply and will need to be reset.

Analytics and Conversion Tracking:

- We may use analytics services (like Google Analytics) that utilize cookies, JavaScript, and similar technologies to help us understand how users interact with the Service. These tools collect data such as your IP address (or a truncated version), operating system, and browser type, which is transmitted to and stored by the analytics providers. This information is used to evaluate usage, generate reports, and provide insights to help us improve the Service.
- For example, we use Google Analytics to gather anonymous statistical data about site usage, including visit times, repeat visits, and referring websites. This data is collected through first-party cookies and does not identify individual users. You can opt out of Google Analytics without affecting your experience by visiting <https://tools.google.com/dlpage/gaoptout>.
- We may also use Google conversion tracking and similar tools to better understand user engagement and improve our Service.

Automatically Collected Information

When you use the Service or open our emails, we may automatically collect certain technical information via cookies or tracking technologies. This includes your IP address, device type, browser, operating system, referring/exit pages, page views, clicks, time spent, and timestamps. Depending on local laws, some of this data (e.g., IP address) may be considered personally identifiable.

Security

We take reasonable measures to protect your personally identifiable information, including physical, electronic, and managerial safeguards. However, due to the nature of the internet, we cannot guarantee absolute security. Only authorized personnel have access to your information. By using the Service, you assume this risk. For tips on online privacy, visit www.ftc.gov/privacy.

Your Disclosures in Public Forums

Any personally identifiable information you share publicly online—via blogs, social media, chat rooms, surveys, or panels—may be visible and used by others. We cannot control such use, and you assume that risk by participating in these forums.

Third-Party Services

Our Service may contain links to third-party websites. We are not responsible for their content or privacy practices. You access them at your own risk.

Changes to this Privacy Policy

We may update this Privacy Policy at any time. Material changes will be posted here, and we will offer you the opportunity to opt out of significantly different uses of your information. Continued use of the Service after such changes constitutes acceptance.

Opt-Out Process

To unsubscribe from marketing emails, click the “unsubscribe” link in any email. We’ll process your request promptly. We are not responsible for third parties who already received your information in accordance with this policy, you must contact them directly. To update or correct your information, email us at info@zsmrecruiting.com.

Communications with ZSM Recruiting

By providing your contact details (email, address, phone), you consent to receive communications from us regarding our services or those of our business partners. We will not share your contact info for third-party marketing without your consent.

By providing your phone number, you consent to receive calls and/or texts from us. Message and data rates may apply. You are solely responsible for any carrier charges.

Any communication you send us (e.g., suggestions, questions) will be treated as non-confidential unless otherwise stated, and may be used by us for any purpose, including improving our products or services.

No Rights of Third Parties

This Privacy Policy does not grant rights to any third party nor obligate disclosure of your personal information to others.

Terms of Use

Your use of the Service is subject to our Terms of Service. This Privacy Policy is incorporated into those Terms. If you do not agree, you may not access or use the Service.

Servers

Our servers are located in the United States. By using the Service, you consent to the transfer and storage of your information in the U.S., where it may be subject to U.S. law and lawful government access.

Governing Law

This Privacy Policy is governed by the laws of the State of Texas. You consent to the exclusive jurisdiction of courts located in Harris County, Texas, for any disputes.

Contact

If you have questions or concerns about this Privacy Policy, email us at info@zsmrecruiting.com.

Effective Date:

This Privacy Policy was last updated on July 21st, 2025.