



## **APS Website Disclosure**

### **Personal Data Privacy and Protection**

At Agri-Placement Services, Inc. (APS) and Mallory Enterprises, Inc. d/b/a Agri-Placement Services (APS), we take your privacy seriously and are committed to safeguarding your personal data. When you visit our website, we may collect personal information such as your name, contact details, and browsing activity. This data helps us enhance your user experience, provide personalized services, and communicate important updates. We ensure that all personal information is stored securely and processed in compliance with applicable privacy laws and regulations. We do not sell or share your personal data with third parties without your consent, except where required by law or as part of our service delivery. You have the right to access, correct, or request the deletion of your personal information at any time. For more details, please refer to our Privacy Policy.

## **PRIVACY POLICY**

Effective Date: July 7, 2025

At Agri-Placement Services, Inc. (APS) and Mallory Enterprises, Inc. d/b/a Agri-Placement Services (APS), we are committed to protecting your privacy and ensuring the security of your personal information. This Privacy Policy outlines how we collect, use, store, and protect your data when you visit our website or use our services. By accessing or using our website, you agree to the collection and use of your information as described in this policy.

### **1. Information We Collect**

We collect personal data that you provide to us directly, such as when you contact us, send an employee request, or engage with our services. This may include, but is not limited to, the following types of personal data:

- **Name**
- **Email address**
- **Phone number**
- **Fax number**
- **Physical and mailing addresses**
- **Browsing and usage data** (including cookies, IP addresses, and other technical data related to your interactions with our website and services)

### **2. Employee Request Form – Required Information**

When submitting an Employee Request Form to request workers (for Farm, Non-Farm, or TN positions), the following information may be required:

- **Position Preferences**  
Specify the type of positions needed (e.g., Farm, Non-Farm, or TN positions)



- **Collection of Business Information**

- Workers' compensation details
- Federal employer identification number (FEIN)
- Banking information or Milk Cooperative Company for invoicing and payroll coordination

- **References or Commercial Recommendations**

May be requested to verify prior employee placement history or business standing

- **Work Schedule and Availability Requirements**

Outline scheduling expectations, including flexibility needs (e.g., early morning milking shifts or seasonal workload changes)

- **Farm-Specific Positions Details (for dairy farm requests)**

- Required experience with milking equipment and livestock care
- Familiarity with dairy practices such as herd management, feed schedules, and facility sanitation
- Understanding of animal welfare standards and relevant industry regulations

- **Additional Positions Specific Requirements**

Include any other details that would help match the right employee to available position

This information helps us understand your staffing needs and ensures we provide the most suitable employees for your company.

### **3. How We Use Your Information**

We use your information to:

- Provide and improve our services
- Communicate with you (including updates, promotions, and customer support)
- Personalize your user experience
- Comply with legal obligations

### **4. Data Protection**

We take the security of your personal information seriously. We use industry-standard encryption, secure servers, and other measures to safeguard your data. No method of transmission over the internet is completely secure, however, and we cannot guarantee absolute security.



## **5. Sharing Your Information**

We do not sell, rent, or share your personal information with third parties for their marketing purposes. We may share your data with trusted third parties in the following circumstances:

- To service providers who help us operate our website or business
- For legal reasons, if required by law or to protect our rights
- In case of a business transfer (e.g., mergers, acquisitions)

## **6. Your Rights and Choices**

You have the right to access, correct, or delete your personal information at any time. You can also opt-out of receiving marketing communications by following the unsubscribe instructions in our emails or contacting us directly.

## **7. Cookies and Tracking Technologies**

Our website uses cookies and similar technologies to enhance user experience, analyze site usage, and serve targeted advertisements. You can manage your cookie preferences through your browser settings.

## **8. Data Retention**

We retain your personal information only for as long as necessary to fulfill the purposes outlined in this Privacy Policy or as required by law.

## **9. Children's Privacy**

Our services are not intended for children under the age of 13. We do not knowingly collect personal information from children. If you believe we have inadvertently collected such data, please contact us immediately, and we will take steps to remove it.

## **10. Changes to This Privacy Policy**

We may update this Privacy Policy from time to time to reflect changes in our practices or for other operational, legal, or regulatory reasons. We will notify you of any significant changes by posting the updated policy on this page with an updated effective date.

## **11. Contact Us**

If you have any questions or concerns about this Privacy Policy or how we handle your personal data, please contact us at:

**Email:** [contact@agriplacement.com](mailto:contact@agriplacement.com)

**Phone:** 315-986-4738