

Privacy Policy

Privacy Policy — Imperial Manpower

Effective Date: September 22, 2025

Who we are: Imperial Manpower (“**Imperial Manpower**,” “**we**,” “**us**,” or “**our**”) provides workforce and recruitment solutions. Our primary website is **imperialmanpower.org** (the “**Site**”). We publish our contact information, including **745 E. St. Charles St., Suite B, Brownsville, TX 78520**, [**info@imperialmanpower.org**](mailto:info@imperialmanpower.org), and **+1 (281) 901-0007** on the Site. [Imperial Manpower](#)

Scope

This Policy explains how we collect, use, share, and protect personal information when you visit the Site, sign up for newsletters, submit a message or attachments (e.g., résumés/certifications), or engage us for staffing. It does not cover our employees or contractors, which are handled under separate notices.

What We Collect

We collect information in three ways: **you provide it**, **we collect it automatically**, or **we receive it from third parties**.

1. You provide

- **Contact & identifiers:** name, email, phone, address, company, role.

- **Professional data:** résumé/CV, work history, education, licenses/certifications, references, skills, preferences, salary expectations; files you upload via the Site's form. [Imperial Manpower](#)
- **Immigration/background (where required):** government IDs (e.g., passport), work authorization, visa category, background screening data. We request only what is necessary to evaluate placement or comply with law.
- **Communications:** inquiries, interview notes, feedback.
- **Marketing choices:** newsletter opt-in/opt-out (the Site offers email sign-up). [Imperial Manpower](#)

1. Automatic collection

- **Device/usage data:** IP address, device/OS/browser, pages viewed, timestamps, and referral URLs.
- **Cookies & similar tech:** used for analytics and Site optimization (your Site banner states cookie use to analyze traffic). See “Cookies & Analytics.” [Imperial Manpower+1](#)

1. From third parties

- **Employers/clients, recruiters, job boards, background screeners, training or credentialing bodies,** and publicly available sources (e.g., professional profiles) as permitted by law.

How We Use Information

- **Recruitment & placement:** evaluate candidacy, verify credentials, present candidates to client employers, coordinate interviews/offers, and onboard placements.
- **Immigration & compliance:** support visa/work authorization processes and legal obligations (I-9/Right-to-Work), working with you,

clients, and authorized service providers. [Imperial Manpower](#)

- **Client services & operations:** deliver and improve staffing services, manage accounts, and provide support.
- **Security & fraud prevention:** protect the Site and our users (we use Google reCAPTCHA to reduce spam/abuse; Google's Privacy Policy and Terms apply to that feature). [Imperial Manpower+1](#)
- **Marketing/communications:** send service messages and—if you opt in—newsletters and updates; you can unsubscribe anytime. [Imperial Manpower](#)
- **Legal reasons:** meet legal/regulatory obligations, defend legal claims, enforce agreements.

Legal Bases (EEA/UK only)

We process personal data under **contract**, **legitimate interests** (recruitment, security, B2B marketing), **consent** (optional marketing/certain cookies), and **legal obligations** (immigration, tax/employment laws).

Sharing & Disclosures

We share personal information with:

- **Client employers** to evaluate you for roles or to deliver contracted services.
- **Service providers** (confidentiality-bound) for hosting, analytics, background checks, credential verification, communications, and immigration processing (including Google reCAPTCHA). [Imperial Manpower+1](#)
- **Affiliates/partners** (e.g., training programs and institutional partners) when relevant to placement/training you request or accept. [Imperial Manpower](#)

- **Legal and safety:** to comply with law or protect rights, safety, and security.
We **do not sell** personal information. We do not “share” it for cross-context behavioral advertising in the CPRA sense except to the extent analytics/cookies could be construed as sharing; see “Your US State Rights.”

International Data Transfers

If you are outside the U.S. and we transfer your data to the U.S. or another country, we use appropriate safeguards (e.g., **SCCs**) where required.

Cookies & Analytics

- Your Site’s banner states cookies are used to analyze traffic and optimize experience. We use analytics and essential cookies; optional cookies are used with consent where required. [Imperial Manpower](#)
- **reCAPTCHA:** Our forms use Google reCAPTCHA to fight spam; Google may collect device/usage data under its policies when you interact with that widget. [Imperial Manpower](#)
Your choices: browser controls, cookie banner options, and analytics opt-outs where available. If your browser sends **Global Privacy Control (GPC)** signals, we treat that as a request to opt out of “sale/sharing” of personal data for the covered jurisdictions.

Retention

We keep data **only as long as necessary** for recruitment and legal/compliance purposes:

- Candidate profiles: typically **up to 2 years** after last activity (longer if you remain under consideration or request retention).
- Placement/onboarding, immigration, and tax records: **as required by law** (often **3–7 years**).

We will delete or de-identify data when no longer needed or when legally required.

Security

We use administrative, technical, and physical safeguards appropriate to the risk. No system is 100% secure.

Your Rights

EEA/UK/Swiss: access, correction, deletion, portability, restriction, objection, and withdrawal of consent.

US (including CA/VA/CO/CT/UT): access/know, correct, delete, portability, and **opt-out of sale/sharing/targeted advertising; limit use of sensitive information;** non-discrimination.

Submit requests at info@imperialmanpower.org or by mail to the address above. We may verify identity.

Children

The Site and services are **not for children under 16**; do not submit data for minors unless explicitly requested for lawful employment/immigration processes.

Changes

We may update this Policy. We will post the new date and, if changes are material, provide additional notice.

Contact

Imperial Manpower LLC

745 E. St. Charles St., Suite B, Brownsville, TX 78520

info@imperialmanpower.org · +1 (281) 901-0007 [Imperial Manpower](#)