

## Privacy Policy

**Last updated: [January, 2026]**

MAS Recruit (“**MAS Recruit**,” “**we**,” “**us**,” or “**our**”) respects your privacy and is committed to protecting it through this Privacy Policy. This Policy explains how we collect, use, disclose, and safeguard your information when you visit [www.masrecruit.com](http://www.masrecruit.com) (the “**Website**”).

By accessing or using the Website or providing your contact information to MAS Recruit, you consent to the practices described in this Privacy Policy.

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

#### **a. Personal Information**

We may collect personal information that you voluntarily provide to us, including but not limited to:

- Name
- Email address
- Phone number
- Resume, CV, employment history, or professional information
- Company name and job title
- Any information submitted through forms, applications, or inquiries

#### **b. Automatically Collected Information**

When you visit the Website, we may automatically collect:

- IP address
- Browser type
- Device information
- Operating system
- Pages viewed and time spent on the Website
- Referring URLs

### **c. Cookies and Tracking Technologies**

We may use cookies and similar technologies to improve user experience, analyze Website usage, and administer the Website. You may control cookies through your browser settings.

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

We may use the information we collect to:

- Provide recruitment, staffing, and consulting services
  - Communicate with candidates, clients, and partners
  - Match candidates with employment opportunities
  - Respond to inquiries and requests
  - Send service-related notifications and updates
  - Improve our Website and services
  - Maintain security and comply with legal obligations
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## **3. SMS & Messaging Communications**

By providing your phone number to MAS Recruit, you **consent to receive text messages and other electronic communications** from us related to our recruitment services, job opportunities, updates, and account-related notifications.

### **Messaging Details:**

- **Message Frequency:** Message frequency may vary based on your interaction with MAS Recruit. You may receive recurring messages depending on your engagement, but messaging volume is not guaranteed and may change over time.
- **Opt-Out:** You may opt out of receiving text messages at any time by replying **STOP** to any message. Once you opt out, you will no longer receive SMS messages unless you re-consent.
- **Help:** You may reply **HELP** at any time to receive additional information or assistance.
- **Rates:** Message and data rates may apply depending on your mobile carrier and plan.

- **Consent Not Required for Purchase:** Your consent to receive messages is not a condition of any purchase or service.

#### **Marketing & Data Use:**

- **Your personal information will not be shared with third parties for marketing purposes.**
  - Messages are sent solely by MAS Recruit or its authorized service providers for business and service-related purposes.
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### **4. How We Share Your Information**

We do **not** sell your personal information.

We may share your information:

- With clients or employers as part of recruitment services (as necessary and appropriate)
  - With trusted service providers who help operate our Website or communications systems
  - To comply with legal requirements, subpoenas, or lawful requests
  - To protect the rights, property, or safety of MAS Recruit or others
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### **5. Data Retention**

We retain personal information only for as long as necessary to fulfill the purposes described in this Privacy Policy, unless a longer retention period is required by law.

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### **6. Data Security**

We use reasonable administrative, technical, and physical safeguards to protect your personal information. However, no system is completely secure, and we cannot guarantee absolute security.

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### **7. Your Privacy Rights**

Depending on your location, you may have the right to:

- Access the personal information we hold about you
- Request corrections or deletions
- Withdraw consent for communications
- Restrict or object to certain processing

Requests can be made using the contact information below.

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## **8. Third-Party Websites**

The Website may contain links to third-party websites. MAS Recruit is not responsible for the privacy practices or content of those websites.

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

The Website and services are not intended for individuals under the age of 13 (or under 16 where applicable). We do not knowingly collect personal information from children.

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

We may update this Privacy Policy periodically. Updates will be posted on this page with an updated effective date. Continued use of the Website or services constitutes acceptance of the revised Privacy Policy.

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## **11. Contact Us**

If you have questions about this Privacy Policy or our data practices, please contact us at:

**MAS Recruit**

Email: [info@masrecruit.com](mailto:info@masrecruit.com)

Website: [www.masrecruit.com](http://www.masrecruit.com)