

Privacy Policy

Effective Date: August 7, 2026

D&R Consulting, doing business as **HuveraHR** ("HuveraHR," "we," "us," or "our"), respects your privacy and is committed to protecting the personal information you provide to us.

This Privacy Policy explains how we collect, use, disclose, and protect information when you visit **huverahr.com**, communicate with us, submit information through our website, respond to our advertising, or otherwise interact with HuveraHR.

By using our website or voluntarily providing information to us, you acknowledge the practices described in this Privacy Policy.

1. Information We Collect

We may collect personal information that you voluntarily provide to us, including:

- Name
- Email address
- Telephone number
- Company or organization name
- Job title or professional information
- Information included in messages, inquiries, or consultation requests
- Information submitted through contact forms
- Information submitted through LinkedIn Lead Gen Forms or other advertising platforms
- Resume, employment, or professional information that you voluntarily provide
- Any other information you choose to provide to us

Please do not submit Social Security numbers, financial account information, medical information, passwords, or other highly sensitive personal information through general website contact forms unless specifically requested through an appropriate secure process.

2. Information Collected Automatically

When you visit our website, certain information may be collected automatically by our website provider, analytics services, advertising services, or other technology providers.

This information may include:

- Internet Protocol (IP) address
- Browser type
- Device type
- Operating system
- Approximate geographic location
- Referring website
- Pages viewed
- Date and time of visits
- Website interactions
- Advertising or campaign information
- Cookie and similar technology identifiers

We may use cookies, pixels, tags, and similar technologies to operate our website, understand website traffic, measure advertising performance, improve our services, and determine how visitors interact with our website.

3. How We Use Information

HuveraHR may use personal information for purposes including:

- Responding to inquiries and consultation requests
- Communicating with prospective and current clients
- Providing HR consulting, recruiting, advisory, training, or related professional services
- Scheduling meetings or consultations
- Providing information about HuveraHR services
- Following up with individuals who have expressed interest in our services
- Managing client and business relationships
- Improving our website, services, and customer experience
- Measuring the effectiveness of marketing and advertising campaigns
- Conducting website analytics
- Protecting the security and integrity of our website and systems
- Preventing fraud, misuse, or unauthorized activity
- Complying with legal or regulatory obligations
- Establishing, exercising, or defending legal claims

We may also use contact information to communicate with you about HuveraHR services that we believe may be relevant to your inquiry or business needs. You may request that we discontinue marketing communications at any time.

4. LinkedIn Advertising and Lead Generation

HuveraHR may advertise its services through LinkedIn and may use LinkedIn Lead Gen Forms.

When you voluntarily submit information through a HuveraHR LinkedIn Lead Gen Form, we may receive information associated with your LinkedIn profile and information you choose to submit, such as your name, email address, telephone number, job title, company, or other professional information.

We use information received through LinkedIn primarily to:

- Respond to your request for information
- Contact you regarding HuveraHR services
- Schedule a consultation
- Understand your organization's HR needs
- Maintain appropriate business-development records
- Evaluate the effectiveness of our advertising campaigns

We do not sell information received through LinkedIn Lead Gen Forms.

Information collected by LinkedIn is also subject to LinkedIn's own privacy policies and terms.

5. Advertising and Analytics Technologies

HuveraHR may use advertising and analytics services provided by LinkedIn and other third parties.

These services may include technologies such as the **LinkedIn Insight Tag**, pixels, cookies, conversion tracking, or similar technologies. These technologies may help us understand whether someone visited our website after seeing an advertisement, measure advertising performance, understand website activity, and create or evaluate advertising audiences.

Information collected through these technologies may be transmitted to the applicable advertising or analytics provider and processed according to that provider's privacy practices.

You can manage certain advertising and privacy preferences through your browser settings and through the privacy or advertising settings offered by the applicable platform.

6. Cookies

Our website and third-party service providers may use cookies and similar technologies.

Cookies may be used to:

- Enable website functionality
- Maintain website security
- Understand website traffic
- Remember preferences
- Measure advertising effectiveness
- Analyze visitor interactions
- Support advertising and remarketing activities

Most internet browsers allow you to control or delete cookies through browser settings. Disabling certain cookies may affect the functionality of some website features.

7. Google reCAPTCHA

Our website uses **Google reCAPTCHA** to help protect website forms against spam, fraud, and automated abuse.

Your use of portions of our website protected by reCAPTCHA may involve information being processed by Google in accordance with Google's applicable privacy policy and terms.

8. How We Share Information

We may disclose personal information to third parties when reasonably necessary to operate our business, including:

- Website hosting and technology providers
- Email and communications providers
- Customer relationship management or business-management systems
- Analytics providers
- Advertising platforms, including LinkedIn
- Professional advisers such as attorneys, accountants, or consultants
- Vendors or contractors performing services on our behalf

We may also disclose information when required by law, subpoena, court order, governmental request, or when reasonably necessary to protect our rights, property, clients, employees, users, or others.

If HuveraHR or D&R Consulting undergoes a merger, acquisition, restructuring, financing, sale of assets, or similar business transaction, information may be transferred as part of that transaction subject to applicable law.

HuveraHR does not sell personal information for monetary compensation.

Certain disclosures to advertising or analytics providers may be considered "sharing," "targeted advertising," or similar activity under some state privacy laws. Where applicable, individuals may have rights regarding those activities.

9. Data Retention

We retain personal information for as long as reasonably necessary for the purposes for which it was collected, including providing services, maintaining business records, responding to inquiries, complying with legal obligations, resolving disputes, and enforcing agreements.

Retention periods may vary depending on the type of information and the reason it was collected.

Information submitted through LinkedIn Lead Gen Forms is subject to LinkedIn's applicable retention and availability policies. Information that we lawfully receive or download may be retained in our business systems as reasonably necessary for the purposes described in this Privacy Policy.

10. Your Privacy Choices and Rights

Depending on where you live and applicable law, you may have certain rights relating to your personal information, which may include the right to:

- Request information about personal information we maintain about you
- Request access to certain personal information
- Request correction of inaccurate information
- Request deletion of certain personal information
- Opt out of certain marketing communications
- Object to or restrict certain uses of personal information
- Opt out of certain targeted advertising or sharing activities where applicable

These rights are subject to applicable legal exceptions and eligibility requirements.

To make a privacy request, please contact HuveraHR through the **Contact Us** section of huverahr.com and indicate that your message concerns a privacy request.

We may need to verify your identity before completing certain requests.

11. Marketing Communications

You may opt out of promotional email communications from HuveraHR at any time by following the unsubscribe instructions included in an applicable message or by contacting us and requesting removal from marketing communications.

Even after opting out of promotional communications, we may continue sending non-promotional communications relating to an existing business relationship, request, transaction, or legal obligation.

12. Data Security

HuveraHR uses reasonable administrative, technical, and organizational measures designed to protect personal information against unauthorized access, disclosure, alteration, misuse, or destruction.

However, no internet transmission, electronic communication, or information-storage system can be guaranteed to be completely secure. We therefore cannot guarantee the absolute security of information transmitted to or maintained by us.

13. Third-Party Websites and Services

Our website may contain links to websites, social-media platforms, or services operated by third parties.

HuveraHR is not responsible for the privacy practices, security, or content of third-party websites or services. We encourage you to review the privacy policies of those organizations before providing personal information.

14. Children's Privacy

HuveraHR's website and services are intended for businesses and adults and are not directed toward children under the age of 13.

We do not knowingly collect personal information from children under 13 through our website. If we become aware that such information has been submitted to us, we will take reasonable steps to delete it.

15. Changes to This Privacy Policy

We may update this Privacy Policy periodically to reflect changes to our practices, services, technologies, advertising activities, or legal requirements.

When we make changes, we will update the "Effective Date" shown at the beginning of this Privacy Policy. We encourage visitors to review this page periodically.

16. Contact Us

If you have questions about this Privacy Policy, our privacy practices, or personal information you have provided to us, please contact:

D&R Consulting, d/b/a HuveraHR
Website: huverahr.com

Privacy inquiries may be submitted through the **Contact Us** section of our website.