

BL Consulting LLC - Privacy Notice
Revised May 2026

BL Consulting ("BL Consulting," "we," "our," or "us") respects your privacy and is committed to protecting the personal information you provide through our website, social media platforms, online forms, consultations, and business interactions. This Privacy Policy explains how we collect, use, protect, and disclose information when you interact with BL Consulting, our website, and our services.

Information We Collect. We may collect information that you voluntarily provide, including:

Contact Information. Full Name, Email Address, Phone Number, Mailing Address, Company or Organization Name, Professional Title

Consultation & Service Information. Career goals and objectives, Resume and employment history, Professional background, Business or organizational information, Project details and service requests, Information submitted through forms, questionnaires, surveys, consultations, or service inquiries

Website Usage Information. When visiting our website, certain information may be collected automatically, including: IP Address, Browser Type and Version, Device Information, Operating System, Pages Visited, Date and Time of Access, Referral Websites, Website Usage Analytics

How We Use Your Information. BL Consulting may use collected information to: Respond to inquiries and consultation requests, Schedule and manage appointments, Deliver consulting services, Provide career coaching and professional development support, Review resumes and professional documents, Assist with LinkedIn optimization and interview preparation, Communicate regarding services, proposals, contracts, projects, or business opportunities, Process service requests and business transactions, Improve our website, content, and service offerings, Maintain business records and documentation, Comply with legal, regulatory, contractual, and business obligations

Confidentiality & Professional Standards. BL Consulting recognizes that many client engagements involve sensitive professional, employment, business, or organizational information. We maintain reasonable administrative, technical, and organizational safeguards to protect confidential information and strive to ensure that information shared during consultations, coaching sessions, project engagements, and business discussions remains private and secure. Information provided by clients will not be sold, rented, or shared with third parties for marketing purposes.

Social Media Privacy. BL Consulting maintains professional social media accounts for informational, educational, and marketing purposes. Please note: Information shared publicly through comments, posts, reviews, or social media interactions may be visible to others. Do not post confidential, proprietary, financial, employment-related, or personal information in public comments. Private messages may be monitored and retained for customer service, quality assurance, and business purposes. Interactions on social media platforms are also subject to the privacy policies of those respective platforms

Cookies & Analytics. Our website may use cookies, analytics tools, and similar technologies to:

Improve website functionality, Understand visitor behavior, Measure website performance, Enhance user experience, Support website security and maintenance Users may disable cookies through browser settings; however, certain website features may not function properly if cookies are disabled.

Third-Party Services. Our website may contain links to external websites, scheduling platforms, payment processors, social media platforms, software applications, or other third-party services. BL Consulting is not responsible for the privacy practices, content, security, or policies of third-party websites or services. Users are encouraged to review the privacy policies of any third-party websites they access.

Information Sharing. BL Consulting does not sell, rent, trade, or distribute personal information to third parties for marketing purposes. Information may be disclosed only under the following circumstances:

Service Providers. Trusted vendors, contractors, consultants, or technology providers assisting with business operations, scheduling, website hosting, payment processing, or administrative support.

Legal Requirements. When required by law, court order, subpoena, government request, regulatory obligation, or legal process.

Protection of Rights. To protect the rights, property, safety, security, or legal interests of BL Consulting, our clients, or the public.

Payments & Financial Transactions. Certain BL Consulting services may require payment before, during, or upon completion of services, as outlined in a proposal, invoice, contract, service agreement, or other written arrangement. When payments are processed through third-party payment providers, BL Consulting does not directly store complete credit card, debit card, banking, or other sensitive payment information. BL Consulting may retain limited transaction-related information, including billing records, payment status, invoices, and transaction history as necessary for accounting, tax, legal, and business purposes.

Data Security. BL Consulting takes reasonable administrative, technical, and organizational measures to safeguard personal information against: Unauthorized access, Loss or theft, Disclosure, Misuse, Alteration, Destruction. While we strive to protect personal information, no method of electronic transmission or storage can be guaranteed to be completely secure.

Data Retention. Information may be retained for as long as reasonably necessary to: Provide requested services, Maintain business records, Meet legal and regulatory requirements, Resolve disputes, Enforce agreements, Support ongoing business operations. When information is no longer required, reasonable efforts will be made to securely delete, destroy, or anonymize such information.

Your Privacy Rights. Subject to applicable laws, you may have the right to: Request access to personal information maintained by BL Consulting, Request correction of inaccurate information, Request deletion of certain information, Withdraw consent where applicable, Request information regarding how your personal data is used Privacy-related inquiries, requests for access, correction, or deletion of personal information, and questions regarding this Privacy Policy may be submitted through our website at the BL Consulting Contact Page (blcadmin.com/contact).

Services Not Intended for Children. BL Consulting provides professional consulting, career development, workforce, business, administrative, and organizational support services intended for adults, businesses, nonprofit organizations, government agencies, and other professional entities. BL Consulting does not market, advertise, or provide services to children under the age of 13. We do not knowingly collect personal information from individuals under the age of 13. If we become aware that personal information has been submitted by a child under the age of 13, reasonable steps will be taken to promptly delete such information. Because BL Consulting's services are designed exclusively for professional, business, workforce, career, and organizational purposes, individuals under the age of 13 are not eligible to receive services directly from BL Consulting.

Communications. If you contact BL Consulting or subscribe to updates, we may send: Appointment confirmations, Service-related communications, Business updates, Educational resources, Company announcements, Website-related notifications Recipients may opt out of non-essential communications at any time.

No Professional Relationship Created. Submitting a contact form, requesting a consultation, communicating through social media, downloading resources, or corresponding through our website does not automatically create a client-consultant relationship unless a formal agreement has been executed by both parties.

Changes to This Privacy Policy. BL Consulting reserves the right to update, modify, or revise this Privacy Policy at any time. Changes will become effective upon posting to our website. Continued use of our website or services following the posting of revisions constitutes acceptance of the updated Privacy Policy.

Contact Information. BL Consulting LLC Website: blcadmin.com

Questions regarding these Terms of Use, privacy practices, service policies, or other Website-related matters may be submitted through the BL Consulting LLC Contact Page at: blcadmin.com/contact

Supporting People. Strengthening Operations. Delivering Results.

BL Consulting LLC - Terms of Use
Revised May 2026

Acceptance of Terms. Welcome to the BL Consulting LLC website ("Website"). By accessing, browsing, or using this Website, you agree to comply with and be bound by these Terms of Use. If you do not agree with these Terms, please discontinue use of the Website. BL Consulting reserves the right to update, modify, or revise these Terms of Use at any time without prior notice. Continued use of the Website following the posting of changes constitutes acceptance of the revised Terms.

About BL Consulting LLC. BL Consulting provides professional consulting, workforce development, administrative support, organizational development, career coaching, business support, project management, training, and related professional services. The information provided on this Website is intended for general informational and educational purposes only.

Website Use. You agree to use this Website only for lawful purposes and in a manner that does not infringe upon the rights of others or restrict their use of the Website. Users shall not:

Use the Website for unlawful, fraudulent, or deceptive purposes, attempt to gain unauthorized access to systems, servers, or data, distribute malicious software, viruses, or harmful code, interfere with the operation, security, or functionality of the Website, use automated tools to scrape, copy, harvest, or collect Website content without permission, or misrepresent their identity or affiliation when contacting BL Consulting.

No Professional Relationship. Use of this Website, submission of contact forms, participation in consultations, downloading resources, subscribing to updates, or communicating with BL Consulting does not create a client-consultant relationship. A professional relationship is established only through a separate written agreement executed by both parties.

No Guarantee of Results. BL Consulting provides professional guidance, consulting, coaching, training, and support services. However, individual results may vary. BL Consulting does not guarantee: Employment opportunities, job offers, promotions, salary increases, career advancement, interview selection, contract awards, grant funding, business growth, revenue generation, organizational outcomes, regulatory approvals, or any specific result or outcome. Any examples, testimonials, case studies, success stories, projections, or references presented on the Website are illustrative only and should not be interpreted as guarantees of future performance or results.

Professional Information Disclaimer. Content available through this Website is provided for informational and educational purposes only. Information contained on this Website should not be considered legal, financial, accounting, tax, employment, medical, mental health, insurance, or other licensed professional advice. Users should consult qualified professionals regarding their specific circumstances.

Intellectual Property. All Website content is owned by or licensed to BL Consulting and is protected by applicable intellectual property laws. This includes, but is not limited to: Text, graphics, logos, branding, service descriptions, Website design, training materials, templates, downloads, reports, articles, presentations, images, videos, and documents. Users may view and print Website content solely for personal or internal business use. Users may not: Reproduce, republish, sell, license, modify, distribute, display, or create derivative works from Website content without prior written authorization from BL Consulting.

User Submissions. Information submitted through contact forms, consultation requests, surveys, applications, comments, or other Website features may be used by BL Consulting to respond to inquiries, provide services, improve operations, and conduct business activities consistent with our Privacy Policy.

Users represent that any information submitted is accurate and does not violate the rights of any third party.

Payments and Services. Certain services offered by BL Consulting may require payment pursuant to a proposal, invoice, service agreement, contract, or other written arrangement. Payment terms, fees, refunds, cancellations, deliverables, and project-specific requirements are governed by the applicable agreement between BL Consulting and the client. Failure to make required payments may result in suspension or termination of services.

Third-Party Websites. This Website may contain links to third-party websites, platforms, tools, resources, or services. BL Consulting does not control and is not responsible for: Third-party content, Website availability, security practices, privacy policies, or products or services offered by third parties. Access to third-party websites is at the user's own risk.

Limitation of Liability. To the fullest extent permitted by law, BL Consulting shall not be liable for any direct, indirect, incidental, consequential, special, exemplary, or punitive damages arising from:

Use of the Website, inability to access the Website, errors or omissions in Website content, reliance upon Website information, loss of data, business interruption, loss of profits, loss of business opportunities, technical failures, or third-party actions. Users assume all risks associated with use of the Website.

Disclaimer of Warranties. The Website and all content are provided on an "as-is" and "as-available" basis. BL Consulting makes no warranties, express or implied, regarding: Accuracy, reliability, completeness, availability, security, fitness for a particular purpose, or non-infringement.

BL Consulting does not warrant that the Website will be uninterrupted, error-free, secure, or free from harmful components.

Indemnification. Users agree to indemnify, defend, and hold harmless BL Consulting, its owners, employees, contractors, affiliates, and representatives from any claims, damages, liabilities, costs, expenses, legal fees, or losses arising from their use of the Website, violation of these Terms of Use, misuse of services, infringement of third-party rights, or violation of applicable laws or regulations.

Services Not Intended for Children. BL Consulting provides professional consulting and business services intended for adults, businesses, nonprofit organizations, educational institutions, and government agencies. BL Consulting does not market, advertise, or provide services to individuals under the age of 13. Individuals under the age of 13 are not authorized to use this Website or submit personal information through Website forms.

Privacy. Use of this Website is also governed by the BL Consulting Privacy Policy, which describes how personal information is collected, used, maintained, and protected.

Governing Law. These Terms of Use shall be governed by and construed in accordance with the laws of the State of Connecticut, without regard to conflict of law principles.

Any disputes arising from use of the Website shall be subject to the jurisdiction of the appropriate state or federal courts located within Connecticut.

Severability. If any provision of these Terms of Use is determined to be invalid, illegal, or unenforceable, the remaining provisions shall remain in full force and effect.

Fees, Payments & Refunds. Fees for BL Consulting services are outlined in applicable proposals, invoices, service agreements, contracts, booking confirmations, or other written communications.

Unless otherwise specified in a fully executed written agreement, payment is due in advance of service delivery and prior to the commencement of services, performance of work, or release of any work product, reports, deliverables, consultations, training materials, assessments, recommendations, or other project-related materials. For clients operating under a separately executed contract, purchase order, or written agreement that establishes alternative payment terms, payment shall be governed by the terms of that agreement. Such terms may include Net 7, Net 15, Net 30, milestone-based payments, progress billing, or other mutually agreed-upon arrangements. BL Consulting reserves the right to require partial or full payment before services begin. Clients are responsible for providing accurate billing and payment information. Failure to make timely payments may result in the suspension of services, postponement of scheduled work, withholding of deliverables, cancellation of appointments, or termination of services. Once work has been initiated, consultations conducted, services rendered, project planning performed, resources allocated, research commenced, or deliverables prepared, payments made to BL Consulting are non-refundable unless otherwise expressly stated in a separate written agreement. Consultation fees, coaching sessions, training services, project fees, retainers, administrative fees, and other professional service charges are generally non-refundable once services have commenced or work product preparation has begun. Requests for cancellations, rescheduling, credits, refunds, or exceptions may be reviewed on a case-by-case basis at BL Consulting's sole discretion and may be subject to the terms of the applicable agreement.

Credit Card & Electronic Payment Processing Fees. BL Consulting reserves the right to assess a reasonable processing fee for payments made by credit card, debit card, electronic payment platforms, or other third-party payment services, where permitted by applicable law. Any applicable processing fees will be disclosed prior to payment and may be added to the total invoice amount. Any applicable payment processing fees are non-refundable. Clients may avoid such fees by utilizing alternative payment methods accepted by BL Consulting, including ACH transfers, electronic funds transfer (EFT), business checks, or other approved payment methods. BL Consulting reserves the right to pursue collection of unpaid balances through lawful means. Clients may be responsible for reasonable collection costs, administrative expenses, court costs, and attorney fees incurred in recovering unpaid amounts to the extent permitted by law. Clients are responsible for reviewing all proposals, invoices, contracts, service agreements, and payment terms before engaging BL Consulting services. Nothing in these Terms of Use modifies any payment, cancellation, refund, termination, or service provisions contained within a separately executed client agreement.

Cancellation, Rescheduling & No-Show Policy. Clients may cancel or reschedule a consultation, coaching session, training event, meeting, or other scheduled service by providing at least twenty-four (24) hours' advance written notice. Written cancellation or rescheduling requests must be submitted through the BL Consulting Contact Page at blcadmin.com/contact. Cancellation or rescheduling requests received less than twenty-four (24) hours prior to the scheduled appointment or service may result in the session, appointment, reservation, and any associated fees being forfeited without refund, credit, or rescheduling. Clients who fail to attend a scheduled appointment, consultation, training session, or meeting without prior notice ("no-show") shall forfeit the scheduled service and any associated fees.

Once services have commenced, consultations have been conducted, project planning has begun, resources have been allocated, research has been initiated, or work product preparation has started, payments are non-refundable unless otherwise expressly stated in a separate written agreement.

BL Consulting reserves the right to retain all or a portion of fees paid to compensate for time, labor, preparation, administrative costs, scheduling commitments, and resources dedicated to the engagement. BL Consulting reserves the right to cancel, postpone, or reschedule services due to emergencies, severe weather, illness, technology failures, government actions, or other circumstances beyond its reasonable control. In such instances, BL Consulting may offer a rescheduled appointment, service credit, or refund at its discretion. Nothing in this policy shall modify, supersede, or replace any cancellation, refund, termination, payment, invoicing, or performance provisions contained within a separately executed written contract, proposal, purchase order, statement of work, or service agreement. In the event of a conflict between this policy and a separately executed written agreement, the terms of the written agreement shall govern.

Contact Information. BL Consulting LLC Website: blcadmin.com

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