

Privacy Policy

****Pinnacle Care****

****Effective Date: May 8, 2026**

****Last Updated: May 8, 2026**

1. Introduction

Pinnacle Care (“Company,” “we,” “us,” or “our”) is committed to protecting your privacy. This Privacy Policy explains how we collect, use, disclose, and safeguard information when you visit our website [www.pinnaclecare.com] (the “Site”), including any other media form, media channel, mobile website, or mobile application related or connected thereto.

Please read this policy carefully. If you disagree with its terms, please discontinue use of the Site.

2. Information We Collect

A. Information You Provide Voluntarily

We may collect personal information that you voluntarily provide when you:

- Submit a job application or recruitment inquiry
- Fill out a contact or inquiry form
- Subscribe to our newsletter or communications
- Request information about our services

This may include your name, email address, phone number, mailing address, resume/CV, and professional credentials.

B. Information Collected Automatically

When you visit the Site, we may automatically collect certain technical information, including:

- IP address and browser type
- Operating system and device information
- Pages visited and time spent on the Site
- Referring URLs and clickstream data

This information is collected via cookies, web beacons, and similar tracking technologies (see Section 6 below).

C. No Collection of Protected Health Information (PHI)

****This website is not intended for the submission of patient health information.**** Do not submit any Protected Health Information (PHI) through this Site. Our recruitment pages, contact forms, and career inquiry tools are for employment and general business purposes only. If you are a patient or patient representative seeking medical services, please contact your facility directly.

3. How We Use Your Information

We use the information we collect to:

- Process and respond to employment inquiries and job applications
- Communicate with prospective employees, contractors, or business partners
- Improve and optimize the functionality of our Site
- Send administrative communications and updates
- Comply with applicable legal and regulatory requirements
- Protect against fraudulent, unauthorized, or illegal activity

4. Disclosure of Your Information

We do not sell, trade, or rent your personal information to third parties. We may share your information in the following limited circumstances:

- ****Service Providers:**** With third-party vendors who assist in operating our Site or conducting our business (e.g., hosting providers, applicant tracking systems), subject to confidentiality obligations.
- ****Legal Compliance:**** When required by law, regulation, subpoena, or court order.
- ****Business Transfers:**** In connection with a merger, acquisition, or sale of all or a portion of our assets.
- ****Protection of Rights:**** To enforce our policies or protect the rights, safety, or property of Pinnacle Care, our employees, or others.

5. HIPAA Notice

Pinnacle Care is a healthcare organization subject to the Health Insurance Portability and Accountability Act (HIPAA). However, **this website does not serve as a patient portal and is not a channel for the transmission of Protected Health Information (PHI).** Our HIPAA Notice of Privacy Practices governing patient health information is available separately and is provided directly to patients at the point of care.

If you are a patient and have questions about your health information rights, please contact your care facility directly or email us at **[contact@pinnacle-care.org]**.

6. Cookies and Tracking Technologies

Our Site may use cookies and similar tracking technologies to enhance user experience and analyze site traffic. You may set your browser to refuse cookies; however, certain features of the Site may not function properly as a result.

We do not currently use third-party advertising pixels (e.g., Meta Pixel, Google Ads remarketing tags) that collect health-related browsing data. If this changes, this policy will be updated accordingly.

7. Third-Party Links

Our Site may contain links to third-party websites. We are not responsible for the privacy practices or content of those sites. We encourage you to review the privacy policies of any third-party sites you visit.

8. Data Retention

We retain personal information collected through this Site only as long as necessary to fulfill the purposes outlined in this policy, or as required by applicable law. Recruitment-related information is generally retained for [INSERT PERIOD, e.g., 2 years] following the close of a hiring cycle.

9. Security

We implement reasonable administrative, technical, and physical safeguards to protect the information we collect. However, no transmission over the Internet or electronic

storage is completely secure. We cannot guarantee absolute security of your data.

10. Children's Privacy

This Site is not directed to children under the age of 13. We do not knowingly collect personal information from children. If you believe we have inadvertently collected such information, please contact us immediately.

11. Your Rights and Choices

Depending on your state of residence, you may have certain rights regarding your personal information, including the right to:

- Access or obtain a copy of your information
- Request correction of inaccurate information
- Request deletion of your information
- Opt out of certain communications

To exercise any of these rights, please contact us at the information below.

12. Equal Employment Opportunity Statement

Pinnacle Care is an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, sex, national origin, age, disability, genetic information, veteran status, sexual orientation, gender identity, or any other characteristic protected by applicable federal, state, or local law. All employment decisions are based on qualifications, merit, and business need.

13. Changes to This Policy

We reserve the right to update this Privacy Policy at any time. When we do, we will revise the "Last Updated" date at the top of this page. Your continued use of the Site after any changes constitutes your acceptance of the updated policy.

14. Contact Us

If you have questions, concerns, or requests regarding this Privacy Policy, please contact us at:

****Pinnacle Care****

[Street Address] : 8430 Rea Rd

[City, State, ZIP]: Charlotte, NC 28277

Email: [contact@pinnacle-care.org]

This Privacy Policy template is provided for general informational purposes. Pinnacle Care recommends review by qualified legal counsel prior to publication to ensure compliance with applicable federal, state, and local laws, including but not limited to HIPAA, state data privacy statutes, and applicable employment laws.