

NESA HR Privacy Policy

NESA HUMAN RESOURCES

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NESA Human Resources (“NESA HR,” “we,” “our,” or “us”) respects your privacy and is committed to handling personal information responsibly and transparently. This Privacy Policy explains how NESA HR collects, uses, discloses, retains, and protects personal information when you visit nesahr.com, contact us, schedule a consultation, subscribe to communications, access resources, engage our HR services, participate in NESA HR Talent Intelligence™, or otherwise interact with us. This Policy also describes privacy rights that may be available to residents of certain U.S. states.

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1. Scope of This Privacy Policy

This Privacy Policy applies to personal information collected through:

- The NESAs HR website
- Contact and consultation forms
- Email communications
- Resource downloads and subscriptions
- HR consulting inquiries and engagements
- Employer intake forms
- HR professional and candidate intake forms
- NESAs HR Talent Intelligence™ assessments and profiles
- Other digital services operated by NESAs HR

Separate agreements, notices, or consent forms may apply to specific services.

2. Categories of Personal Information We May Collect

Depending on how you interact with NESAs HR, we may collect the following categories of information.

Contact Information

- Name
- Email address
- Telephone number
- Mailing address, if voluntarily provided
- Company or organization
- Job title

Professional and Employment Information

- Employment history
- Job titles
- Professional experience
- Skills and competencies
- Certifications
- Education
- Professional credentials
- Career interests
- Role preferences
- Work-related achievements

Organizational Information

If you contact us on behalf of a business, we may collect information such as:

- Organization size
- Workforce structure
- Industry
- Business location
- HR structure
- Hiring needs
- Workforce challenges
- People priorities

- Organizational goals

Talent Intelligence Information

For individuals participating in NESAs HR Talent Intelligence™, we may collect:

- Assessment responses
- Applied HR knowledge results
- Situational judgment responses
- Work simulation results
- Interview responses
- Professional experience
- Credentials
- Submitted work evidence
- Competency results
- Career-level information
- Role-alignment information
- Talent Profile information

Talent Intelligence may generate assessment-derived information such as Talent Scores, Role Match indicators, Evidence Confidence ratings, competency results, and career-level classifications.

Communications

We may retain communications you send to us, including:

- Contact-form messages
- Emails
- Consultation requests
- Client inquiries
- Feedback
- Support requests

Technical and Website Information

When you visit our website, certain information may be collected automatically, including:

- IP address
- Browser type
- Device type
- Operating system
- Pages visited
- Referral source
- Approximate location derived from IP address
- Website interactions
- Date and time of access
- Cookie and analytics information

3. Sensitive Personal Information

Depending on the service, some information may qualify as sensitive personal data under applicable state privacy laws.

NESA HR does not intentionally request sensitive personal information unless it is reasonably necessary to provide a requested service or required by law.

Where applicable law requires consent before processing sensitive data, NESA HR will seek appropriate consent.

Certain state laws impose additional requirements for sensitive information. For example, Colorado requires covered entities to obtain consent before processing certain sensitive personal data.

4. How We Use Personal Information

NESA HR may use personal information to:

- Respond to inquiries
- Schedule consultations
- Provide HR consulting and advisory services
- Provide NESA HR Talent Intelligence™ services
- Administer assessments
- Create Talent Profiles
- Evaluate professional capability and career level
- Analyze role alignment
- Communicate with employer clients and HR professionals
- Provide requested resources
- Deliver newsletters and educational content
- Improve our website and services
- Maintain business and administrative records
- Process transactions
- Prevent fraud, misuse, or security threats
- Comply with legal obligations
- Establish, exercise, or defend legal rights

We may also use information for another purpose disclosed to you at the time of collection.

5. NESA HR Talent Intelligence™

NESA HR Talent Intelligence™ is designed to provide structured information regarding HR capability, competencies, career level, assessment performance, and role alignment.

Information processed through Talent Intelligence may be used to:

- Administer professional assessments
- Evaluate capability against defined standards
- Determine career-level alignment
- Develop competency profiles
- Analyze alignment with particular HR roles
- Generate Talent Profiles
- Support professional development
- Support employer talent decisions

Employer Access

Where an HR professional participates in an employer-sponsored assessment or authorizes NESA HR to provide results to an employer, certain Talent Intelligence information may be shared with that employer.

The scope of information shared will depend on the applicable service, agreement, notice, and authorization.

Human Decision-Making

Talent Intelligence is designed to support human decision-making rather than replace it.

Assessment results should not be used as the sole basis for employment decisions.

6. Automated Processing and Profiling

Certain Talent Intelligence features may use standardized scoring, structured assessment logic, or technology-assisted analysis.

NESA HR does not represent that automated outputs independently determine whether a person should be hired, promoted, terminated, or otherwise selected for an employment opportunity.

Where applicable privacy law provides rights regarding profiling or automated decision-making, eligible individuals may exercise those rights as described below.

Several state privacy laws provide consumers with rights to opt out of certain forms of profiling that produce significant effects. Texas, for example, includes an opt-out right for qualifying profiling activities.

7. Cookies and Similar Technologies

NESA HR and its service providers may use:

- Cookies
- Analytics technologies
- Pixels
- Similar website technologies

These technologies may help us:

- Operate the website
- Remember visitor preferences
- Understand website traffic
- Measure performance
- Improve content and functionality

Where required by applicable law, visitors will be provided appropriate choices regarding non-essential cookies.

8. Targeted Advertising, Sale, and Sharing

NESA HR does not sell personal information for monetary compensation.

If NESA HR uses advertising or analytics technologies that qualify as the “sale,” “sharing,” or use of personal information for targeted advertising under applicable state privacy laws, eligible individuals may have the right to opt out.

California, for example, provides consumers with rights to opt out of the sale or sharing of personal information, including through recognized Global Privacy Control signals where applicable.

If these activities apply to NESA HR in the future, we will provide any legally required opt-out mechanisms.

9. Global Privacy Control and Universal Opt-Out Signals

Where required by applicable law, NESA HR will honor recognized browser-based universal opt-out signals.

For example, Oregon requires covered businesses to recognize qualifying universal opt-out mechanisms beginning January 1, 2026.

10. How We Disclose Personal Information

We may disclose personal information to the following categories of recipients.

Service Providers

These may include providers that support:

- Website hosting
- Forms
- Scheduling
- Email communications
- Customer relationship management
- Analytics
- Payment processing
- Cloud storage
- Assessment administration
- Technology infrastructure

Employer Clients

Talent Intelligence information may be shared with an employer where:

- The service is being provided on the employer's behalf
- The participant has been informed of the arrangement
- Disclosure is authorized or otherwise permitted by applicable law

Professional Advisors

We may disclose information to attorneys, accountants, insurance providers, or other professional advisors when reasonably necessary.

Legal and Regulatory Authorities

We may disclose information where required to:

- Comply with law
- Respond to legal process
- Protect legal rights
- Protect the safety of individuals
- Investigate suspected fraud or misconduct

Business Transactions

Information may be transferred in connection with a merger, acquisition, financing, restructuring, or sale of business assets.

11. We Do Not Sell Personal Information to Advertisers

NESA HR does not sell personal information to advertisers in exchange for money.

If our practices change, this Privacy Policy and any legally required opt-out mechanisms will be updated.

12. Data Retention

We retain personal information only for as long as reasonably necessary for the purposes for which it was collected, including to:

- Provide services
- Maintain business records
- Comply with contractual requirements
- Meet legal obligations
- Resolve disputes
- Protect legal rights
- Maintain appropriate assessment records

Retention periods may vary by category of information and service.

Talent Intelligence records may be retained for a period reasonably necessary to provide assessment, verification, professional development, or employer-facing services.

13. Data Security

NESA HR uses reasonable administrative, organizational, and technical safeguards designed to protect personal information from:

- Unauthorized access
- Loss
- Misuse
- Alteration
- Disclosure
- Destruction

However, no online system or electronic storage method can be guaranteed to be completely secure.

14. Your U.S. Privacy Rights

Depending on your state of residence and whether the applicable law covers NESA HR, you may have one or more of the following rights:

Right to Know or Access

You may have the right to confirm whether we process your personal information and request access to information we maintain about you.

Right to Correction

You may have the right to request correction of inaccurate personal information.

Right to Deletion

You may have the right to request deletion of certain personal information.

Right to Data Portability

You may have the right to receive a portable copy of certain personal information.

Right to Opt Out

Depending on applicable law, you may have the right to opt out of:

- Sale of personal information
- Sharing for cross-context behavioral advertising
- Targeted advertising
- Certain profiling activities

Right to Limit Use of Sensitive Information

Residents of certain states may have rights regarding the processing of sensitive personal information.

Right to Know Third-Party Recipients

In some states, consumers may have the right to obtain information regarding third parties that received personal information.

Oregon, for example, provides qualifying consumers with a right to obtain a list of specific third parties that received personal data.

Right to Appeal

Residents of certain states may have the right to appeal a decision relating to a privacy-rights request.

Right to Non-Discrimination

NESA HR will not unlawfully discriminate against you for exercising applicable privacy rights.

California expressly provides a right to non-discrimination for exercising CCPA rights.

15. How to Exercise Your Privacy Rights

You may submit a privacy request by contacting:

Email: info@nesahr.com

Suggested subject line: "Privacy Rights Request"

Please include enough information for us to reasonably identify you and understand your request.

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

Where applicable law permits use of an authorized agent, we may request documentation verifying the agent's authority to act on your behalf.

16. Appeals

If applicable state law provides a right to appeal and NESA HR denies your privacy request, you may submit an appeal by emailing:

info@nesahr.com

Subject: "Privacy Request Appeal"

Please identify the original request and explain why you believe the decision should be reconsidered.

17. California Privacy Notice

If the California Consumer Privacy Act, as amended by the California Privacy Rights Act, applies to NESA HR, California residents may have rights including:

- Right to know
- Right to delete
- Right to correct
- Right to opt out of sale or sharing
- Right to limit certain uses of sensitive personal information
- Right to non-discrimination

California also requires covered businesses to provide information at or before collection regarding the categories of personal information collected and the purposes for which they are used.

Categories We May Collect

Depending on the service, NESA HR may collect:

- Identifiers
- Contact information
- Internet or electronic activity
- Professional and employment information
- Education information
- Commercial information
- Assessment information
- Inferences derived from professional or assessment information
- Sensitive information where voluntarily provided or reasonably necessary

Sources

Information may come directly from:

- You

- Your employer
- Your device or browser
- Service providers
- Publicly available professional information where appropriate

Business Purposes

Information may be used for the business purposes described in this Privacy Policy.

Sale and Sharing

NESA HR does not sell personal information for monetary compensation.

If any advertising or analytics practice qualifies as “sharing” under California law, applicable opt-out rights will be provided.

18. State-Specific Privacy Rights

Residents of states with comprehensive privacy laws may receive additional rights where the law applies.

These states currently include multiple jurisdictions with comprehensive privacy laws, and the landscape continues to evolve. As of June 2026, 23 states had enacted comprehensive consumer privacy statutes.

NESA HR intends to honor applicable state privacy rights based on the consumer's place of residence and the law applicable to NESA HR.

Where state law provides protections beyond those described generally in this Policy, those additional rights will apply as required.

19. Children’s Privacy

NESA HR’s general website and professional services are intended for adults and business users.

NESA HR does not knowingly collect personal information from children under 13 through its general website.

Talent Intelligence services are intended for adult HR professionals unless expressly stated otherwise.

If we learn that we have collected personal information from a child in violation of applicable law, we will take reasonable steps to delete it.

20. Employment and Applicant Information

Certain state comprehensive consumer privacy laws exclude or treat employment-related information differently from ordinary consumer information.

Where NESA HR receives candidate, employee, or workforce data in connection with services provided to an employer, NESA HR may act as a service provider or processor on behalf of that employer.

In those situations, the employer’s privacy notice may also apply.

21. Third-Party Websites

Our website may contain links to websites operated by third parties.

NESA HR is not responsible for the privacy, security, or content practices of those websites.

We encourage users to review the applicable privacy notices before providing information to third parties.

22. International Visitors

NESA HR primarily serves organizations and professionals in the United States.

If you access our website from outside the United States, your information may be transferred to and processed in the United States.

Additional privacy rights may apply depending on your jurisdiction.

23. Changes to This Privacy Policy

We may update this Privacy Policy periodically to reflect changes in:

- Our services
- Technology
- Business practices
- Privacy laws
- Regulatory requirements

The updated version will be posted on this page with a revised “Last Updated” date.

24. Contact Us

If you have questions about this Privacy Policy or NESA HR’s privacy practices, contact:

NESA Human Resources

Email: info@nesahr.com

Website: nesahr.com