

Privacy Policy — Rheal Solutions™

Your privacy is important to us. This policy describes how we collect, use, and protect your data. Rheal Solutions™, LLC acts as the data controller for all personal information processed under this policy.

What Information Do We Collect

We collect contact information, service details, and any data you share through our forms, email, or during HR consulting, advisory, or coaching engagements. We may also collect limited analytics data (such as pages visited and time spent on site) through our website to improve the user experience; we do not use cookies for advertising or third-party tracking purposes.

How We Use Your Data

We use your information only to:

- Provide HR consulting, coaching, or advisory services.
- Communicate with you to respond to inquiries, schedule appointments, or provide service updates.
- Improve our offerings and communications.
- Fulfill contractual and legal obligations.

We **do not sell, rent, or trade** your data to third parties. We may use reputable third-party service providers (such as cloud hosting and business email platforms) to facilitate operations, who process data in accordance with this policy.

Data Storage & Security

All client and visitor data is securely stored using trusted U.S.-based cloud services with built-in encryption and SOC 2/ISO 27001 certifications. Only the principal/owner and designated administrators have access to your data, protected by multi-factor authentication and strict access controls.

We retain personal data only as long as necessary to fulfill business purposes or legal obligations.

Consent & Your Rights

Before sharing any information, you will receive a privacy notice and may withdraw consent at any time.

You may also:

- Request access to the data we hold about you.
- Request correction, deletion, or restriction of processing.
- Opt out of communications at any time.

To protect your privacy, we will verify your identity before fulfilling any request. To make a privacy request, email privacy@rhealsolutions.com. Verified requests are typically addressed within 30 days.

Consultant & Contractor Data Handling

All consultant and contractor data is handled with strict confidentiality and by agreement. All consultants and subcontractors sign confidentiality and data processing agreements consistent with this policy. Consultants and partners receive temporary, task-specific access only to information necessary for fulfilling their role. All access is revoked upon completion of the engagement.

Data Breach Response

If your data is ever compromised, Rheal Solutions™ will notify affected individuals within 48 hours of becoming aware of the breach and outline next steps in accordance with applicable law.

Cross-Border Data Transfers

If your information is transferred outside the United States, Rheal Solutions™ ensures appropriate safeguards, such as standard contractual clauses and other legally recognized mechanisms, consistent with applicable regulations including the GDPR and CCPA/CPRA.

Updates

We review and improve privacy practices regularly. This policy may be updated to reflect changes in law, technology, or operations. Major updates will be noted prominently on our website.

Contact

For questions or privacy requests:

- Email: privacy@rhealsolutions.com
- Website: www.rhealsolutions.com

Accessibility Statement

Rheal Solutions™ is committed to ensuring digital accessibility for all visitors. We aim to continually improve the user experience and apply relevant accessibility standards to enhance usability for everyone. If you experience any difficulty accessing information on our website, please contact accessibility@rhealsolutions.com so we can provide the information or assistance you need promptly.

Legal & Compliance Notice

Rheal Solutions™, LLC is a Delaware-registered limited liability company operating in Michigan and Maryland. We process personal data in accordance with applicable privacy laws, including the General Data Protection Regulation (GDPR), the California Consumer Privacy Act (CCPA/CPRA), and other relevant U.S. and international data protection frameworks (such as Virginia CDPA, Canada PIPEDA, as applicable).

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