**Privacy Policy**
**Effective Date:** August 13, 2025
**Company:** Tekdelite LLC
**Address:** 1749 Hamilton Rd, Suite 103, Okemos, MI 48864
**Website:** https://www.tekdelite.com
**Email:** info@tekdelite.com

**1. Commitment to Privacy**

Tekdelite LLC (“we”, “us”, or “our”) cares about the privacy of job seekers, clients, and site visitors. We comply with applicable U.S. federal laws and Michigan state regulations (including the Fair Credit Reporting Act, FCRA; Equal Employment Opportunity regulations; and Michigan’s Identity Theft Protection Act).

**2. What Information We Collect**

**Personal Data:** Name, email, phone, address, date of birth, SSN, employment/education history, resume/CV, references, government IDs.
**Sensitive Data:** Background checks, drug test results, criminal records, health information (if job-related).
**Technical Data:** IP address, cookies/browser info, communication preferences.

**3. How We Collect It**

Through job applications, resume submissions, interviews, onboarding forms, SMS/email subscriptions, website analytics, and background-check providers.

**4. Why We Collect It**

To assess candidacy, verify legal compliance, match with client jobs, communicate updates, perform background checks (with consent), process employment/payroll, comply with regulations, and improve our services.

**5. How We Protect Data**

We use encrypted cloud storage, SSL/TLS, secure office access, role-based systems, routine audits, and staff training. In case of a breach, we will notify affected individuals per Michigan law.

**6. Who We Share It With**

* Client employers (for job matching)
* Background check vendors (with consent)
* Payroll/benefits processors
* Government agencies (e.g., I‑9, tax)
* IT/cloud providers
* Legal authorities (if required)
We **do not sell** personal data.

**7. Customer Rights**

You may access, correct, or request deletion of your data (when permitted by law), withdraw consent, or file a complaint with the Michigan Attorney General.
To exercise rights, email **info@tekdelite.com** or call **915-217-5258**

**8. SMS Consent Requirement**

All the above categories exclude text messaging originator opt-in data and consent; this information will not be shared with any third parties. We will not share your opt-in to an SMS campaign with any third party for purposes unrelated to providing you with the services of that campaign. We may share your Personal Data, including your SMS opt-in or consent status, with third parties that help us provide our messaging services, including but not limited to platform providers, phone companies, and any other vendors who assist us in the delivery of text messages.

**Contact Us:**
If you have any questions about this Privacy Policy, you can contact us:

* By visiting this contact us page on our website: https://www.tekdelite.com