

Privacy Policy

Effective date: September 10, 2026

Overview

Protecting your private information is our priority. This Privacy Policy applies to www.hronthemove.com, www.hromguru.com, and www.hrministrymatters.com, operated by HR On The Move (also known as HR Guru and HR Ministry Matters), and governs data collection and use. By using these websites or our services, you consent to the practices described in this policy.

Personal Information Collected From Clients

We may collect personal information that you voluntarily provide, including:

- First and last name
- Mailing address
- Email address
- Phone or mobile number
- Payment and billing information
- Event registration or account information

We collect this information when you contact us, register for an account or event, enter a sweepstakes or contest, sign up for an offer, send us an email or text message, or purchase a product or service. We use it to respond to your initial communication, provide and operate the products and services you request, process transactions, provide customer support, communicate about your account or requested services, and, where permitted, inform you about other products or services offered by HR On The Move, HR Guru, or HR Ministry Matters. We may collect additional personal or nonpersonal information in the future as needed for these purposes.

Sharing of Customer Information

HR On The Move, HR Guru, and HR Ministry Matters do not sell, rent, or lease customer lists, including mobile numbers, to third parties. Customer information will not be shared with third parties, partners, or joint ventures for their own marketing or promotional purposes. We may share information with trusted service providers solely to perform services on our behalf, such as statistical analysis, email or postal communications, customer support, payment processing, hosting, or deliveries. These providers may use the information only to perform those services and must maintain its confidentiality.

No mobile information will be shared with third parties/affiliates for marketing/promotional purposes. All other categories exclude text messaging originator opt-in data and consent; this information will not be shared with any third parties.

We may disclose personal information when required by law or when we believe in good faith that disclosure is necessary to comply with legal process, protect our rights or property, or protect the personal safety of our users or the public.

Messaging Terms and Conditions

By contacting HR On The Move via text, you consent to receive informational text message responses in relation to your initial communication. Message frequency varies. Message and data rates may apply. You

may opt out of receiving SMS messages at any time by replying STOP or by sending an email to [INSERT EMAIL ADDRESS]. Reply HELP for support. Carriers are not liable for delayed or undelivered messages.

Automatically Collected Information

We may automatically collect information about your computer hardware and software, including your IP address, browser type, domain names, access times, and referring website addresses. We use this information to operate our services, maintain service quality, and compile general usage statistics.

Cookies

Our websites may use cookies to personalize your online experience. A cookie is a text file placed on your device by a web server. Cookies cannot run programs or deliver viruses and can be read only by the domain that issued them. Cookies help us recognize returning visitors and remember information such as preferences, billing addresses, or shipping addresses. Most browsers accept cookies automatically, but you can usually change your browser settings to decline them. Declining cookies may limit some interactive website features.

Security

We use reasonable safeguards, including Secure Sockets Layer (SSL) encryption when appropriate, to protect personal information from unauthorized access, use, or disclosure. No data transmission over the Internet or wireless network can be guaranteed to be completely secure. Accordingly, we cannot guarantee the security, integrity, or privacy of information exchanged through our websites.

Right to Deletion

Subject to applicable exceptions, after receiving and verifying a request, we will delete your personal information from our records and direct applicable service providers to delete it from their records. We may retain information when necessary to:

- Complete a transaction, fulfill a warranty or recall, provide a requested service, or perform a contract;
- Detect security incidents or protect against malicious, deceptive, fraudulent, or illegal activity;
- Identify and repair errors that impair existing functionality;
- Exercise or protect rights provided by law, including free-speech rights;
- Comply with the California Electronic Communications Privacy Act or another legal obligation;
- Conduct qualifying public-interest research with appropriate consent and safeguards;
- Support lawful internal uses reasonably aligned with your relationship with us; or
- Otherwise use the information internally in a lawful manner compatible with the context in which it was provided.

Email Communications

We may contact you by email with announcements, promotional offers, alerts, confirmations, surveys, or other communications. We may receive a notification when you open an email or click a link. You may stop receiving marketing or promotional emails by using the unsubscribe link in the message or following the opt-out instructions provided.

External Data Storage

We may store data on servers provided by third-party hosting vendors with whom we contract.

Changes to This Policy

We may update this Privacy Policy from time to time. We may notify you of significant changes by email, by posting a prominent website notice, or by updating this policy. Continued use of our websites or services after an update constitutes acknowledgment and acceptance of the revised policy.

Contact Information

Questions or comments about this Privacy Policy may be directed to:

HR On The Move

1632 First Ave, #25797

New York, NY 10128

212-537-3519

Contact Page SMS Opt In Disclaimer

Add the following disclaimer to the website contact page near the phone number or contact form:

TEXT 212-537-3519. By contacting HR On The Move via text, you consent to receive informational text message responses in relation to your initial communication. Message frequency varies. Message and data rates may apply. You may opt out of receiving text SMS at any time by replying STOP. Reply HELP for support. Privacy Policy - [\[INSERT LINK TO PRIVACY POLICY PAGE\]](#)