

# Policy For:

## Personal Identifiable Information Privacy Policy

### Scope

This Privacy Policy describes VARC's policies and procedures on the collection, use and disclosure of Your information when You use the Service and tells You about Your privacy rights and how the law protects You. We use Your Personal data to provide and improve the Service.

We want to assure you that we do not share your personal information with third parties. We collect only the information necessary to provide and improve our services. This may include name, email address, etc. We do not sell, rent, or share this information with any external parties.

By using the Service, you agree to the collection and use of information in accordance with this Privacy Policy.

### Interpretation and Definitions

A. Interpretation: The words of which the initial letter is capitalized have meanings defined under the following conditions. The following definitions shall have the same meaning regardless of whether they appear in singular or in plural.

B. Definitions

For the purposes of this Privacy Policy:

- **Account** means a unique account created for You to access Services or parts of our Service.
- **Affiliate** means an entity that controls, is controlled by or is under common control with a party, where "control" means ownership of 50% or more of the shares, equity interest or other securities entitled to vote for election of directors or other managing authority.
- **Company** (referred to as either "the Company", "We", "Us" or "Our" in this Agreement) refers to Vernon Area Rehabilitation Center Inc, Corporate Headquarters.
- **Cookies** are small files that are placed on Your computer, mobile device, or any other device by a website, containing the details of Your browsing history on that website, among its many uses.
- **Country** refers to: Wisconsin, United States.
- **Device** means any device that can access the Service such as a computer, a cellphone, or a digital tablet.
- **Personal Data** is any information that relates to an identified or identifiable individual.
- **Service** refers to the Website.
- **Service Provider** means any natural or legal person who processes the data on behalf of the Company. It refers to third-party companies or individuals employed by the Company to facilitate the Service, to provide the

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Service on behalf of the Company, to perform services related to the Service or to assist the Company in analyzing how the Service is used.

- **Usage Data refers to data collected automatically, either generated by the Service or from the Service infrastructure itself (for example, a page visit's duration).**
- **Website** refers to VARC Inc, accessible from [www.varcinc.com](http://www.varcinc.com).
- **You** means the individual accessing or using the Service, or the company, or other legal entity on behalf of which such individual is accessing or using the Service, as applicable.

### Collecting and Using Your Personal Data

#### Types of Data Collected

##### Personal Data

While using Our Service, We may ask You to provide Us with certain personally identifiable information that can be used to contact or identify You. Personally identifiable information may include, but is not limited to:

- Email address
- First name and last name
- Phone number
- Address, State, Province, ZIP/Postal code, City

##### Usage Data

Usage Data is collected automatically when using the Service.

Usage Data may include information such as Your Device's Internet Protocol address (e.g. IP address), browser type, browser version, the pages of our Service that You visit, the time and date of Your visit, the time spent on those pages, unique device identifiers and other diagnostic data.

When You access the Service by or through a mobile device, We may collect certain information automatically, including, but not limited to, the type of mobile device You use, Your mobile device unique ID, the IP address of Your mobile device, Your mobile operating system, the type of mobile Internet browser You use, unique device identifiers and other diagnostic data.

We may also collect information that Your browser sends whenever You visit our Service or when You access the Service by or through a mobile device.

##### Tracking Technologies and Cookies

We use Cookies and similar tracking technologies to track the activity on Our Service and store certain information. Tracking technologies used are beacons, tags, and scripts to collect and track information and to improve and analyze Our Service. The technologies We use may include:

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- **Cookies or Browser Cookies.** A cookie is a small file placed on Your Device. You can instruct Your browser to refuse all Cookies or to indicate when a Cookie is being sent. However, if You do not accept Cookies, You may not be able to use some parts of our Service. Unless you have adjusted Your browser setting so that it will refuse Cookies, our Service may use Cookies.
- **Web Beacons.** Certain sections of our Service and our emails may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit the Company, for example, to count users who have visited those pages or opened an email and for other related website statistics (for example, recording the popularity of a certain section and verifying system and server integrity).

Cookies can be "Persistent" or "Session" Cookies. Persistent Cookies remain on Your personal computer or mobile device when You go offline, while Session Cookies are deleted as soon as You close Your web browser. You can learn more about cookies on [TermsFeed website](#) article.

We use both Session and Persistent Cookies for the purposes set out below:

- **Necessary / Essential Cookies**  
Type: Session Cookies  
Administered by: Us  
Purpose: These Cookies are essential to provide You with services available through the Website and to enable You to use some of its features. They help to authenticate users and prevent fraudulent use of user accounts. Without these Cookies, the services that You have asked for cannot be provided, and We only use these Cookies to provide You with those services.
- **Cookies Policy / Notice Acceptance Cookies**  
Type: Persistent Cookies  
Administered by: Us  
Purpose: These Cookies identify if users have accepted the use of cookies on the Website.
- **Functionality Cookies**  
Type: Persistent Cookies  
Administered by: Us  
Purpose: These Cookies allow us to remember choices You make when You use the Website, such as remembering your login details or language preference. The purpose of these Cookies is to provide You with a more personal experience and to avoid You having to re-enter your preferences every time You use the Website.

For more information about the cookies, we use and your choices regarding cookies, please visit our Cookies Policy or the Cookies section of our Privacy Policy.

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### C. Use of Your Personal Data

The Company may use Personal Data for the following purposes:

- **To provide and maintain our Service**, including to monitor the usage of our Service.
- **To manage Your Account:** to manage Your registration as a user of the Service. The Personal Data You provide can give You access to different functionalities of the Service that are available to You as a registered user.
- **For the performance of a contract:** the development, compliance and undertaking of the purchase contract for the products, items or services You have purchased or of any other contract with Us through the Service.
- **To contact You:** To contact You by email, telephone calls, SMS, or other equivalent forms of electronic communication, such as a mobile application's push notifications regarding updates or informative communications related to the functionalities, products, or contracted services, including the security updates, when necessary or reasonable for their implementation.
- **To provide You** with news, special offers and general information about other goods, services and events which we offer that are like those that you have already purchased or inquired about unless You have opted not to receive such information.
- **To manage Your requests:** To attend and manage Your requests to Us.
- **For other purposes:** We may use Your information for other purposes, such as data analysis, identifying usage trends, determining the effectiveness of our promotional campaigns and to evaluate and improve our Service, products, services, marketing, and your experience.

We may share Your personal information in the following situations:

- **With Affiliates:** We may share your personal information with our affiliates for operational purposes; however, this does not include mobile opt-in data or SMS consent information, which will not be shared with any third parties or affiliates for marketing or promotional purposes.
- **With other users:** when You share personal information or otherwise interact in the public areas with other users, such information may be viewed by all users and may be publicly distributed outside.
- **With Your consent:** We may disclose Your personal information for any other purpose with Your consent.

### SMS Communications Privacy

VARC INC respects your privacy. Mobile phone numbers and SMS consent will not be shared with third parties or affiliates for marketing or promotional purposes. All SMS-related data is used solely for the purpose of providing requested communications and services. Additional SMS terms, including opt-out instructions and message disclosures, are outlined in the SMS Terms and Conditions section below.

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### SMS Terms and Conditions

#### 1. SMS for Consent Communication

VARC Inc will not share your phone number or SMS consent information with any third parties or affiliates for marketing purposes.

#### 2. Types of SMS Communications

If you select "I agree to receive SMS messages," you consent to receive conversational SMS messages from VARC Inc regarding your employment application and application status, including updates, interview scheduling, and related communications.

#### 3. Message Frequency

Message frequency may vary depending on communication needs.

#### 4. Carrier Charges

Message and data rates may apply depending on your mobile carrier and plan.

#### 5. Opt-In Method (User Selection Required)

Users may opt in to receive SMS messages by submitting an online form and selecting "I agree to receive SMS messages" within the SMS Consent section. Applicants may alternatively select "I do not agree to receive SMS messages."

The SMS Consent section presents both consent options and requires the user to make an affirmative selection before submitting the form. No option is selected by default, ensuring consent is actively provided by the user.

Consent to receive SMS messages is not a condition of employment or application submission.

#### 6. Opt-Out Instructions

You may opt out of SMS communications at any time by replying STOP to any message. To opt back in, you may reply START.

#### 7. Help

If you need assistance, reply HELP or contact us at:

Phone: 608-637-3934

Email: [hrdepartment@varcinc.com](mailto:hrdepartment@varcinc.com)

#### 8. Disclosures

Message frequency may vary

Message and data rates may apply



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Document Code:  
IT611.1

UPDATE 7/1/2026

Reply STOP to cancel  
Reply HELP for assistance

### 9. Additional Information

Please review our Privacy Policy for additional information.

#### **Retention of Your Personal Data**

The Company will retain Your Personal Data only for as long as is necessary for the purposes set out in this Privacy Policy. We will retain and use Your Personal Data to the extent necessary to comply with our legal obligations (for example, if we are required to retain your data to comply with applicable laws), resolve disputes, and enforce our legal agreements and policies.

The Company will also retain Usage Data for internal analysis purposes. Usage Data is generally retained for a shorter period of time, except when this data is used to strengthen the security or to improve the functionality of Our Service, or We are legally obligated to retain this data for longer time periods.

#### **Transfer of Your Personal Data**

Your information, including Personal Data, is processed at the Company's operating offices and in any other places where the parties involved in the processing are located. It means that this information may be transferred to — and maintained on — computers located outside of Your state, province, country, or other governmental authority where the data protection laws may differ than those from Your jurisdiction.

Your consent to this Privacy Policy followed by Your submission of such information represents Your agreement to that transfer.

The Company will take all steps reasonably necessary to ensure that Your data is treated securely and in accordance with this Privacy Policy and no transfer of Your Personal Data will take place to an organization or a country unless there are adequate controls in place including the security of Your data and other personal information.

#### **Delete Your Personal Data**

You have the right to delete or request that We assist in deleting the Personal Data that We have collected about You. You may contact Us to request access to, correct, or delete any personal information that You have provided to Us.

Please note, however, that We may need to retain certain information when we have a legal obligation or lawful basis to do so.

#### **Disclosure of Your Personal Data**

##### **Business Transactions**

If the Company is involved in a merger, acquisition or asset sale, Your Personal Data may be transferred. We will provide notice before Your Personal Data is transferred and becomes subject to a different Privacy Policy.

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### **Law enforcement**

Under certain circumstances, the Company may be required to disclose Your Personal Data if required to do so by law or in response to valid requests by public authorities (e.g. a court or a government agency).

### **Other legal requirements**

The Company may disclose Your Personal Data in the good faith belief that such action is necessary to:

- Comply with a legal obligation
- Protect and defend the rights or property of the Company
- Prevent or investigate possible wrongdoing in connection with the Service
- Protect the personal safety of Users of the Service or the public
- Protect against legal liability

### **Security of Your Personal Data**

The security of Your Personal Data is important to Us, but remember that no method of transmission over the Internet, or method of electronic storage is 100% secure. While We strive to use commercially acceptable means to protect Your Personal Data, We cannot guarantee its absolute security.

### **D. Children's Privacy**

Our Service does not address anyone under the age of 13. We do not knowingly collect personally identifiable information from anyone under 13. If You are a parent or guardian and You are aware that Your child has provided Us with Personal Data, please contact Us. If We become aware that We have collected Personal Data from anyone under the age of 13 without verification of parental consent, We take steps to remove that information from Our servers.

If We need to rely on consent as a legal basis for processing Your information and Your country requires consent from a parent, We may require Your parent's consent before We collect and use that information.

### **E. Links to Other Websites**

Our Service may contain links to other websites that are not operated by Us. If You click on a third party link, You will be directed to that third party's site. We strongly advise You to review the Privacy Policy of every site You visit.

We have no control over and assume no responsibility for the content, privacy policies or practices of any third party sites or services.

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### **F. Changes to this Privacy Policy**

We may update Our Privacy Policy from time to time. We will notify You of any changes by posting the new Privacy Policy on this page.

We will let You know via email and/or a prominent notice on Our Service, prior to the change becoming effective and update the "Last updated" date at the top of this Privacy Policy.

You are advised to review this Privacy Policy periodically for any changes. Changes to this Privacy Policy are effective when they are posted on this page.

### **G. Contact Us**

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

- By email: [hrdepartment@varcinc.com](mailto:hrdepartment@varcinc.com)