



Privacy Policy

Effective Date: January 27, 2025

At Rebo Lighting and Electronics, LLC, we value the privacy of our employees and are committed to protecting your personal information. This Privacy Policy explains how we collect, use, and safeguard the information you provide when using our website and services, including SMS notifications facilitated by Textedly, our third-party instant messaging service. This policy is designed to ensure compliance with applicable privacy regulations and to maintain transparency regarding data use.

1. Information We Collect

We may collect the following types of information:

- **Personal Information:**
 - Name
 - Phone number
 - Email address
 - Employment-related details (e.g., job title, department)
 - **Usage Data:**
 - Information about interactions with our website or SMS services, such as IP address, browser type, and timestamps.
 - **Communication Data:**
 - Records of SMS communications, including opt-in/opt-out status and message content.
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2. How We Use Your Information

We collect and use your information for the following purposes:

- **Employee Notifications:**
 - To send important updates, alerts, or other communications via SMS using Textedly.
- **Compliance and Legal Obligations:**
 - To comply with employment laws, regulatory requirements, or other legal obligations.
- **Service Improvements:**
 - To enhance the quality, functionality, and efficiency of our communication systems.

3. SMS Notifications

By providing your phone number, you consent to receive SMS notifications from Rebo Lighting and Electronics, LLC.

- **Frequency of Messages:** Messages will be sent as necessary to keep you informed of relevant updates.
- **Standard Charges:** Standard messaging and data rates may apply based on your mobile carrier's policies.

How to Opt-Out

You may opt out of SMS notifications at any time by replying "STOP" to any message you receive. Once you opt out, you will no longer receive SMS communications from us unless you re-enroll.

4. Sharing Your Information

We do not sell or rent your personal information. However, we may share your information in the following circumstances:

- **Service Providers:**
 - With trusted third-party vendors, like Textedly, to facilitate SMS notifications.
- **Legal and Regulatory Requirements:**
 - When required to comply with applicable laws, regulations, or legal processes.

5. Data Security

We implement appropriate technical and organizational measures to safeguard your personal information. These measures include:

- Encryption of sensitive data during transmission.
- Secure storage of information to prevent unauthorized access.
- Regular review and updates of security practices.

Despite our efforts, no method of electronic transmission or storage is entirely secure, and we cannot guarantee absolute security.

6. Your Rights

You have the following rights concerning your personal information:

- **Access and Correction:**
 - Request access to your information and correct any inaccuracies.
- **Data Deletion:**
 - Request the deletion of your personal data, subject to legal or operational requirements.
- **Withdrawal of Consent:**
 - Opt out of SMS communications or withdraw consent for other data processing activities.

To exercise these rights, contact us using the information provided below.

7. Retention of Data

We will retain your personal information only as long as necessary to fulfill the purposes outlined in this policy or as required by law.

8. Changes to This Privacy Policy

We reserve the right to update this Privacy Policy from time to time. Any changes will be posted on this page with an updated effective date. We encourage you to review this policy periodically.

9. Contact Us

If you have any questions or concerns about this Privacy Policy or our data practices, please contact us:

Rebo Lighting and Electronics, LLC
325 Sewell Drive, Sparta, TN 38583
Email: US-HR@rebo-group.com
Phone: 931-738-2261

Thank you for trusting Rebo Lighting and Electronics, LLC.