

Privacy Policy

****Last Updated: December 6, 2025****

1. Introduction

Welcome to the Trucking Recruiting App ("App", "we", "us", or "our"). This Privacy Policy explains how we collect, use, disclose, and safeguard your information when you use our mobile application and web services that connect CDL drivers with trucking companies for job recruitment purposes.

Please read this Privacy Policy carefully. By using the App, you agree to the collection and use of information in accordance with this policy. If you do not agree with the terms of this Privacy Policy, please do not access or use the App.

2. Information We Collect

2.1 Personal Information

We collect personal information that you voluntarily provide when registering, creating a profile, or using our services:

****Account Information:****

- Full name
- Email address
- Password (stored in encrypted/hashed form)
- Account role (Driver, Manager, Recruiter, Admin)

****Driver Profile Information:****

- Display name
- City and state of residence
- Profile photo
- Languages spoken
- Work eligibility status (U.S. Citizen, Green Card, Work Permit)

****Professional & Licensing Information:****

- CDL class (Class A, B, or C)
- License state
- Endorsements (HAZMAT, Tanker, Doubles, Triples)
- Years of driving experience
- Additional certifications (Forklift, First Aid, etc.)
- Verification status (CDL, Medical, Background Check)

****Driving Record Information:****

- Number of accidents in the last 5 years
- Major driving violations history
- Drug-related issues disclosure

****Work Preferences:****

- Owner-operator status
- Truck type and year (if owner-operator)
- Preferred route types (Local, Regional, OTR, Long Haul)
- Availability schedule
- Expected salary range
- Professional bio/summary

****Application Information:****

- Phone number
- CDL class and endorsements
- Years of experience
- Application status and history

****Contact Request Information:****

- Name, email, and phone number when contacting drivers

2.2 Automatically Collected Information

When you use our App, we may automatically collect:

- Device information (device type, operating system)
- App usage data and interaction logs
- IP address
- Authentication tokens (stored securely on your device)

2.3 Information from Third Parties

We may receive information about you from:

- Verification services for CDL, medical, and background checks
- Companies you apply to regarding application status updates

3. How We Use Your Information

We use the collected information for the following purposes:

3.1 Service Provision

- Create and manage your user account
- Process job applications and facilitate connections between drivers and companies
- Enable companies to post job listings and view applicants
- Allow managers to contact qualified drivers
- Verify driver credentials and qualifications

3.2 Communications

- Send verification codes via email for account registration and password reset
- Send application status updates and notifications
- Notify recruiters of new applications via Telegram bot integration
- Respond to your inquiries and support requests

3.3 Service Improvement

- Analyze usage patterns to improve app functionality
- Generate aggregated statistics for service optimization
- Develop new features and services

3.4 Security and Compliance

- Protect against unauthorized access and fraud
- Comply with legal obligations
- Enforce our terms of service

4. Information Sharing and Disclosure

4.1 With Other Users

****For Drivers:****

- Your approved profile information is visible to registered managers and recruiters
- Your application details are shared with the companies you apply to
- Your contact information is shared when managers request to contact you

****For Companies/Managers:****

- Your job listings are publicly visible to all users
- Your contact information may be shared with applicants when appropriate

4.2 With Service Providers

We share information with third-party service providers who assist us in operating our services:

- ****Email Service Providers:**** To send verification codes and notifications
- ****Telegram Bot Service:**** To send real-time notifications to recruiters about new applications (includes applicant name, phone, email, experience, and company details)
- ****Cloud Hosting Providers:**** To store and process data securely
- ****Database Services:**** For secure data storage

4.3 Legal Requirements

We may disclose your information if required by law or in response to:

- Legal process or government requests
- Enforcement of our terms of service
- Protection of our rights, privacy, safety, or property
- Emergency situations involving potential threats to safety

4.4 Business Transfers

In the event of a merger, acquisition, or sale of assets, your information may be transferred as part of that transaction. We will notify you of any such change in ownership.

5. Data Security

We implement appropriate technical and organizational measures to protect your personal information:

- ****Password Security:**** All passwords are hashed using bcrypt with salt rounds
- ****Token Security:**** JWT authentication tokens with expiration
- ****Secure Storage:**** Sensitive data stored in encrypted form on mobile devices
- ****Access Controls:**** Role-based access control limiting data visibility
- ****Input Validation:**** Comprehensive validation to prevent injection attacks
- ****Database Security:**** ORM-based queries to prevent SQL injection

While we strive to protect your information, no method of transmission over the internet is 100% secure. We cannot guarantee absolute security.

6. Data Retention

We retain your information for as long as necessary to:

- Maintain your active account
- Provide our services to you
- Comply with legal obligations

- Resolve disputes and enforce agreements

****Specific Retention Periods:****

- ****Account Data:**** Retained while your account is active
- ****Verification Codes (OTP):**** Expire after 10 minutes
- ****Password Reset Tokens:**** Expire after 10 minutes
- ****Applications:**** Retained for historical tracking and compliance
- ****Driver Profiles:**** Retained until deletion is requested

You may request deletion of your account and associated data at any time (see Section 8).

7. Your Privacy Rights

Depending on your location, you may have the following rights:

7.1 Access and Portability

- Request a copy of your personal information
- View your profile and application history within the App

7.2 Correction

- Update or correct inaccurate information through your profile settings
- Request corrections to information you cannot update directly

7.3 Deletion

- Delete your driver profile through the App
- Request complete account deletion
- Cancel pending job applications

7.4 Restriction and Objection

- Request restriction of processing in certain circumstances
- Object to processing based on legitimate interests

7.5 Withdrawal of Consent

- Withdraw consent at any time where processing is based on consent
- Opt out of non-essential communications

To exercise these rights, please contact us using the information provided in Section 12.

8. Account Deletion

You may delete your account and associated data by:

1. Deleting your driver profile through the App settings
2. Contacting our support team to request complete account deletion

Upon deletion:

- Your profile will be removed from public visibility
- Your account credentials will be deactivated
- Certain data may be retained for legal compliance purposes

9. Children's Privacy

Our App is not intended for individuals under the age of 18. We do not knowingly collect personal information from children. If you believe we have collected information from a child under 18, please contact us immediately, and we will take steps to delete such information.

10. International Data Transfers

If you access our App from outside the United States, your information may be transferred to, stored, and processed in the United States or other countries where our servers are located. By using our App, you consent to such transfers.

11. Changes to This Privacy Policy

We may update this Privacy Policy from time to time. Changes will be effective when posted, and the "Last Updated" date will be revised. We encourage you to review this policy periodically.

For significant changes, we will provide notice through:

- In-app notifications
- Email notification to registered users
- Prominent notice on our website

12. Contact Us

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

Email: tokhirov2005@gmail.com

Mailing Address:

TIM MILLER LLC

United States

13. California Privacy Rights (CCPA)

If you are a California resident, you have additional rights under the California Consumer Privacy Act (CCPA):

- **Right to Know:** Request disclosure of personal information collected, used, and disclosed
- **Right to Delete:** Request deletion of personal information
- **Right to Opt-Out:** Opt out of the sale of personal information (Note: We do not sell personal information)
- **Right to Non-Discrimination:** Receive equal service regardless of exercising privacy rights

To exercise these rights, contact us using the information in Section 12.

14. Nevada Privacy Rights

Nevada residents may opt out of the sale of personal information. We do not currently sell personal information as defined by Nevada law. If this changes, we will provide an opt-out mechanism.

15. European Privacy Rights (GDPR)

If you are in the European Economic Area (EEA), you have rights under the General Data Protection Regulation (GDPR):

- **Legal Basis:** We process your data based on consent, contractual necessity, and legitimate interests
- **Data Protection Officer:** Contact us for DPO inquiries
- **Supervisory Authority:** You have the right to lodge a complaint with your local data protection authority

16. Third-Party Links and Services

Our App may contain links to third-party websites or services. We are not responsible for the privacy practices of these third parties. We encourage you to review their privacy policies before providing any information.

17. Push Notifications

With your consent, we may send push notifications regarding:

- Application status updates
- New job opportunities matching your preferences
- Account security alerts

You can manage notification preferences in your device settings.

18. Location Information

We collect city and state information that you provide in your profile. We do not collect precise GPS location data without your explicit consent.

19. Cookies and Tracking (Web Services)

Our web admin panel may use cookies and similar technologies for:

- Session management and authentication
- Remembering user preferences
- Analytics and performance monitoring

You can control cookie preferences through your browser settings.

****By using the Trucking Recruiting App, you acknowledge that you have read and understood this Privacy Policy and agree to its terms.****