

# PRIVACY POLICY

Last Updated: January 23, 2025

Your privacy is important to us, and we take it seriously. We provide this Privacy Policy to explain how Rea Landscape Management, LLC (“RLM,” “we,” “us,” or “our”) collects, uses, and discloses your information.

## What This Policy Covers

This Privacy Policy applies to [www.realandscape.com](http://www.realandscape.com) and all related websites and subdomains (our “Website”), related our operations and our services.

This Privacy Policy applies to information we collect online, including information you provide to us and information collected automatically. Our Website may contain links to other websites that we do not operate or control. This Privacy Policy does not apply to the information practices of any third-party whose website may be accessible through our Website, or to any third-party websites on which we advertise.

## Information We Collect

### Information You Provide To Us

We collect information you provide directly to us, such as when you fill out a form, contact us via email or online, or create an account on our employee portal platform.

We use BambooHR, a third-party employment application tracking system, to assist in managing our recruitment and hiring processes. When you apply for a position with us, the information you provide as part of your application, such as your resume, cover letter, and contact details, may be processed and stored by BambooHR on our behalf. More information about BambooHR as a service provider is available [here](#).

### Information We Collect Automatically

You can browse our Website without telling us who you are or revealing your personally identifying information. But like most companies, we automatically collect certain information from all visitors to our Website. This information does not reveal your specific identity (like your name or contact information) but may include your IP address or other unique device identifier; your web browser and operating system; the date and time of your visit; the pages from which you navigate to and from our Website or the search terms that lead you to our Website; and the pages on our Website you visit and how long you stay on each

page.

## **Information Collected by Third Parties**

As you navigate our Website, please be aware that third parties may be able to gather information from and about you. For example, companies offering services or products through links on our Website may use “cookies” to collect and use information about you and may collect information that you submit. In these cases, those third parties will use such information in accordance with their own privacy policies.

## **How We Use Your Information**

We will not sell or rent your personal information to anyone. However, we may use information that you provide to us or that we collect automatically for various business or commercial purposes, including:

- To administer, operate, and improve our Website and services;
- To respond to an email, inquiry, or request sent by you;
- To process a transaction;
- To send periodic emails providing you with information you request or that we think may be of interest to you. You may opt out of such communications at any time by following the instructions in each communication;
- To enable trusted third-party service providers to help us provide, improve, protect, or promote our Website or services;
- To prevent fraud and to ensure the safety and security of our Website;
- To comply with a legal obligation, such as responding to a subpoena or a court order, or to protect our rights.

In addition, we may disclose your information, including your personally identifying information, as part of a merger, acquisition, debt financing, sale of company assets, or similar transaction, as well as in the event of an insolvency, bankruptcy, or receivership, in which information about our users may be treated as a business asset.

## **Children’s Information**

Our Website is not directed to children under the age of 16 and we do not knowingly collect, use, or disclose personal information from children under the age of 16, either directly or via any other website or online service. If you have reason to believe that a child under the age of 16 has provided personal information to us, please contact us and we will endeavor to delete that information from our databases.

## **Cookies**

Like virtually all websites, we use “cookies” and similar technologies (such as web beacons and pixels). A cookie is a small data file that is placed on your computer when you visit a website, enabling the website provider to recognize your browser and capture and remember certain information. We use cookies to improve your access to our Website. Cookies also help us identify the interests of visitors to our Website so we can provide more customized content. Cookies can also be used to collect general usage and aggregated statistical information.

Most browsers can be set to detect cookies and give you an opportunity to reject them. You should be aware that refusing cookies may inhibit or preclude your use of our Website. You can learn more about cookies [here](#).

## **“Do Not Track”**

“Do Not Track” (DNT) is a setting available in most web browsers setting that asks a web application to disable its tracking of an individual user. There is currently no consensus on how companies should respond to DNT signals. At this time, we do not respond to DNT signals. You can learn more about DNT [here](#).

## **How We Protect Your Information**

We have adopted reasonable and appropriate physical and electronic safeguards to protect your personal information from unauthorized access, loss, or modification. Unfortunately, no data transmitted or accessible over the internet can be guaranteed to be 100% secure. As a result, while we strive to protect your personal information, we cannot warrant your information will be completely secure from loss, whether due to inadvertence, acts of malicious outsiders, or a failure of hardware or software.

## **Changes to this Policy**

We may occasionally update this Privacy Policy. When we do, we will also revise the “last updated” date at the top of this page. We encourage you to periodically check this page to stay informed about how we collect, use, and disclose your information.

## **Contact Us**

If you have any questions or concerns regarding this Privacy Policy or our data collection practices, please contact us as follows:

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Charleston, SC 29414  
843-576-4501

[info@realandscape.com](mailto:info@realandscape.com)