



# Website Privacy Policy

Tweet Garot Mechanical ("Tweet Garot," "we," "us," or "our") is committed to protecting the privacy of visitors to our website at [tweetgarot.com](http://tweetgarot.com) (the "Site"). This Privacy Policy describes the information we collect through the Site, how we use and safeguard it, and the rights and choices available to you.

This Policy governs information collected through the Site only. It does not apply to information collected offline, through other channels, or by third parties we do not control.

## 1. Acceptance of This Policy

---

By accessing or using the Site, you confirm that you have read and understood this Privacy Policy. If you do not agree with the practices described here, please discontinue use of the Site. Continued use following any update to this Policy indicates your acceptance of the revised terms.

## 2. Information We Collect

---

### Information you provide

Information we may ask you to provide through the Site may include:

- Information you submit through forms on the Site. This may include your name, company name, email address, telephone number, city and state you reside, and the content of your message.
- Records and copies of your correspondence, if you contact us.
- Information that you provide if you apply for a position with us. This includes personal information such as your name, phone number, address, email address, resume, educational information, employment information and other information included in your cover letter or requested for our application.

Please do not submit sensitive information through this Site, such as Social Security numbers, financial account numbers, or health information, unless we have specifically requested it. We do not otherwise request or knowingly collect sensitive information through the Site.

### Information collected automatically

We use Google Analytics to understand how visitors find and use the Site. Google Analytics relies on cookies and similar identifiers to measure activity and assigns each visitor a randomly generated identifier rather than identifying anyone by name. Our configuration is designed so that personally identifiable information is not transmitted to Google Analytics. Information associated with that identifier may include:

- Device IP address



- Device and browser characteristics
- Pages viewed and on-Site activity
- Time-zone setting
- Referral source (how you reached the Site)
- Search terms used to reach the Site

To the extent any information we collect automatically is considered personal information under applicable law, we treat it in accordance with this Policy.

To learn how Google handles this information, or to opt out of Google Analytics, see [Google's Privacy Policy](#) and the [Google Analytics Opt-out Browser Add-on](#).

### 3. How We Use Your Information

---

We may use the personal information we collect for the following purposes:

- Responding to your inquiries, requests, and communications
- Providing information about our products, services, and promotions
- Evaluating job applications and administering our recruitment and hiring process
- Meeting our legal obligations and enforcing our agreements

We may use automatically collected information for the following purposes:

- Operating, maintaining, and improving the site.
- Analyzing site traffic and usage trends
- Meeting our legal obligations and enforcing our agreements

### 4. Cookies and Tracking Technologies

---

A cookie is a small text file stored on your device that helps the Site function and enables us to measure usage through Google Analytics, as described above. Most browsers allow you to refuse or delete cookies through their settings, though doing so may affect how portions of the Site operate.

### 5. How Long We Retain Your Information

---

We retain personal information only as long as necessary to fulfill the purposes described in this Policy, including responding to your inquiry, administering a job application, operating the Site, and meeting our legal, accounting, and reporting obligations. Retention periods vary according to the type of information and the purpose for which it was collected. Job application records may be retained longer than general inquiries to satisfy applicable employment recordkeeping requirements. Information collected automatically through Google Analytics, as described in Section 2, is retained for limited periods set by the data-retention settings we configure within Google Analytics and is deleted automatically when those periods end.



## 6. How We Share Your Information

---

We do not sell your personal information. We may disclose personal information for the purposes listed below in this Policy, as we deem necessary to carry out those purposes. For example, we may share your personal information as listed and described below:

- **Service providers.** To vendors that perform services on our behalf, such as website hosting and analytics. We require service providers to limit their use of personal information to the services they perform for us.
- **Legal requirements.** When we reasonably believe disclosure is required by law, regulation, subpoena, court order, or other legal process, or is necessary to protect the rights, property, or safety of Tweet Garot, our users, or others.
- **Business transfers.** In connection with a merger, acquisition, financing, or sale of assets, personal information may be transferred as part of that transaction.

## 7. We Do Not Sell or Share Your Personal Information

---

Tweet Garot does not sell your personal information, nor do we share it for cross-context behavioral advertising. Because we do not engage in these practices, we do not provide a “Do Not Sell or Share My Personal Information” mechanism. Should our practices change, we will update this Policy and offer any choices required by law.

## 8. Your Privacy Rights

---

Depending on your state of residence, you may have rights regarding your personal information. We honor verifiable requests to the extent required by applicable law and do not discriminate or retaliate against anyone for exercising these rights.

### California residents

Under the California Consumer Privacy Act, as amended by the California Privacy Rights Act (together, the “CCPA”), California residents may have the right to:

- Know the categories of personal information we collect, the purposes for which we use it, and the categories of third parties with whom we share it
- Access a copy of the specific personal information we have collected
- Request correction of inaccurate personal information
- Request deletion of personal information, subject to legal exceptions
- Opt out of the sale or sharing of personal information
- Be free from discrimination or retaliation for exercising these rights

Separately, California’s “Shine the Light” law (California Civil Code Section 1798.83) permits California residents to request information about disclosures of personal information to third parties for those parties’ direct-marketing purposes. We do not disclose personal information to third parties for their own direct-marketing purposes.



To exercise any of these rights, please contact us using the information in Section 13. We may need to verify your identity before responding. You may also use an authorized agent to submit a request on your behalf, subject to verification.

### **Residents of other states**

Several other states have enacted consumer privacy laws. Most apply only to businesses that process the personal information of a substantial number of that state's residents each year, or that sell personal information. If you reside in a state with such a law, you may have rights comparable to those described above, including the rights to access, correct, or delete your personal information and to opt out of its sale. To the extent these rights apply to you, we will honor them. Please contact us using the information in Section 13, and we will respond as required by applicable law.

## **9. How We Protect Your Information**

---

We maintain reasonable administrative, technical, and physical safeguards designed to protect personal information against unauthorized access, disclosure, alteration, and misuse. However, no method of transmission over the internet or electronic storage is entirely 100% secure, and we cannot guarantee absolute security. In the event of a breach affecting your personal information, we will notify the appropriate authorities as required by law.

## **10. Children's Privacy**

---

The Site is intended for a general business audience and is not directed to children under 13. We do not knowingly collect personal information from children under 13. If you believe a child under 13 has provided us with personal information, please contact us and we will take appropriate steps to delete it.

## **11. Links to Third-Party Sites**

---

The Site may contain links to websites, resources, and social-media platforms operated by independent third parties, provided for your convenience and information. From time to time, the Site may also use third-party integrations, services or platforms that connect with the Site to provide added functionality.

You acknowledge and agree that we are not responsible for the availability of these third-party sites, resources, or integrations, and that we do not endorse and are not responsible or liable for any content, advertising, products, services, or other materials on or available through them. We are not responsible for the privacy or other practices of these third parties and cannot guarantee the security of any personal information you provide to, or that is collected by, such sites. We encourage you to review the privacy policy and terms of any third-party site or service you use.

The third-party platforms we link to include, but are not limited to:

Facebook & Instagram (Meta): <https://www.facebook.com/privacy/policy/>

LinkedIn: <https://www.linkedin.com/legal/privacy-policy>



X: <https://x.com/en/privacy>

YouTube: <https://policies.google.com/privacy?hl=en>

## 12. Changes to This Policy

---

We may update this Privacy Policy periodically to reflect changes in our practices or for legal, operational, or regulatory reasons. When we do, we will revise the “Last Updated” date below and post the current version on the Site. For material changes, we will provide more prominent notice as required by law. We encourage you to review this Policy from time to time.

## 13. Contact Us

---

If you have questions or concerns about this Privacy Policy or our data practices, or if you wish to exercise your privacy rights, please contact us:

### **Tweet Garot Mechanical**

Phone: (920) 498-0400

Website: [tweetgarot.com](https://tweetgarot.com)

Effective/Updated Date: July 1<sup>st</sup>, 2026