

Applicant Privacy Policy

Snappy's Commitment to Privacy. Snappy respects the privacy of applicants and employees, and is committed to complying with applicable privacy laws where we do business. This Applicant Privacy Policy is intended to inform you about how the personal information you submit as a job applicant through this website will be handled and protected by us.

Why We Collect and Use Your Personal Information. Snappy collects and uses your personal information for the purpose of determining your qualifications for employment and reaching a hiring decision, as well as to comply with applicable laws and regulations, such as laws related to the evaluation of those seeking employment, or to defend ourselves in claims under such laws. Relevant portions of your personal information, if you are hired, also will be used to establish a basic personnel record. We do not collect or use the personal information you submit as a job applicant for unrelated purposes.

How We Collect Personal Information about You. Most of the personal information Snappy collects about you is collected directly from your application or resume, and stored on server. We may also collect information about you from third parties, in order to: (a) verify information about your credentials, such as education and prior employment, (b) follow-up on references that you may provide, and (c) conduct background investigations. It is Snappy's policy to collect such information from third parties only with your knowledge and agreement. Should Snappy wish to obtain such third party information about you, and you have not completed an employment application authorizing us to do so, we will contact you and request your authorization to proceed.

Disclosures of Your Personal Information. Access to your information will be restricted to those Snappy staff and designated agents who have a need to know the specific information in question in order to carry out their responsibilities with regard to recruitment or employment law. We do not disclose applicant information to job banks, or to other companies or external parties.

Retention and Deletion of Your Personal Information. Snappy retains your personal information only as long as is necessary for evaluation for employment, as well as to comply with applicable laws relating to the evaluation of those seeking employment. After this time, your information is deleted per our records retention policy.

Safeguards. Snappy uses appropriate administrative, technical, personnel, and physical measures to safeguard your personal information against loss, theft, and unauthorized use or modification. In addition, we exercise special precautions in dealing with applicant personal data defined as sensitive by law.

Communications from Snappy. Snappy may contact you, using the contact information you have provided, for purposes of responding to your application for a particular job or jobs.

Inquiries or Questions. If you have questions or concerns about Snappy's policies and practices for handling applicant personal information received through this website, you may contact Human Resources.