

## Privacy Policy *(Effective: March 30, 2026)*

### Information We Collect

We collect information you voluntarily provide to us, including your name, email address, phone number, employment history, and other information submitted through job applications, career interest forms, or communications with us.

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### How We Use Your Information

We use collected information to:

- Process and evaluate job applications
  - Communicate with candidates regarding job opportunities, interviews, and hiring decisions
  - Provide recruiting updates, reminders, and employment-related notifications
  - Improve our recruiting and hiring processes
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### SMS / Text Messaging Communications

If you provide your mobile phone number, you may receive recruiting-related text messages from **SERVE Hospitality Group**, including interview scheduling, application updates, and job-related notifications.

**Message frequency may vary.**

**Message and data rates may apply.**

You may opt out at any time by replying **STOP** to any message.

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### Mobile Information & Consent

We do not sell, share, or disclose mobile phone numbers, SMS opt-in data, or text message consent with third parties or affiliates for marketing or promotional purposes.

Mobile information is used solely to support recruiting and employment-related communications as described in this Privacy Policy.

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### Your Choices

You may opt out of receiving text messages at any time by replying **STOP**. You may also contact us to update or remove your information.

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### Contact Us

If you have questions about this Privacy Policy or our data practices, please contact us at: (email: [contact@servehg.com](mailto:contact@servehg.com)) (phone: 248-513-3666) (address: 25212 Evergreen Rd. Southfield, MI 48075)