

SUNELS HEALTHCARE STAFFING

PRIVACY POLICY & TERMS OF USE

English

Effective date: 20 August 2026

www.sunelstaffing.com

Overview

This document sets out the Privacy Policy and Website Terms of Use for Sunels Healthcare Staffing (also “Sunels Staffing,” “Sunels,” “we,” or “us”). It covers www.sunelstaffing.com and related nurse recruitment, employer staffing requests, CV upload, licensing and visa support, matching, deployment and onboarding.

Contents: [Part I Privacy Policy](#) · [Part II Terms of Use](#) · [Contact](#). Draft for counsel review before publication — not legal advice.

PART I — PRIVACY POLICY

Effective and last updated: 20 August 2026

1. Scope

This Policy explains how we collect, use, disclose and store personal information when you visit our website, inquire, request talent, apply, upload a CV, or use our staffing services (the "Services"). It applies to visitors, nurse candidates, healthcare professionals, employer representatives and business contacts. A separate notice may apply after placement or employment.

2. Information we collect

Depending on your relationship with us, we may collect:

- Identity & contact — name, email, phone, address, country, nationality.
- Professional data — CV, licenses, certifications, specialty, experience, education, languages, references, preferred destination.
- Application & placement — interviews, assessments, matching, offers, onboarding, deployment and related correspondence.
- Compliance data (where needed) — ID documents, registration, background checks, work eligibility, visa records, and health/vaccination data required by law or a facility.
- Employer data — representative details, organization, staffing needs, timeline and notes.
- Technical data — IP address, device/browser, pages viewed, cookies and similar technologies.
- Third-party sources — licensing bodies, references, job boards, employers and service providers, where lawful.

Do not submit patient records or unnecessary sensitive information via website forms.

3. Sensitive information

Recruitment may involve government IDs, background results, health data or nationality. We process such data only where necessary and permitted, with extra notice or consent where required.

4. How we use information

- Operate and improve the Services; respond to inquiries.
- Evaluate candidates, verify credentials, screen lawfully, match with employers, and support licensing, visas, travel and onboarding.
- Administer employer relationships and staffing engagements.
- Communicate about applications and opportunities; send marketing only as permitted and honor opt-outs.
- Secure the website, prevent fraud, measure performance and protect legal rights.
- Meet legal, regulatory, immigration, tax and recordkeeping duties.
- Create aggregated or de-identified data that does not identify you.

5. Legal bases

Where required, we rely on: contract performance or pre-contract steps; legal obligations; legitimate interests in recruitment, staffing and security; consent (including for sensitive data or transfers where required); and vital interests in limited cases. Consent may be withdrawn at any time without affecting prior lawful processing.

6. Disclosure

We may share relevant information, with safeguards, with:

- Healthcare employers and authorized representatives for placement.
- Affiliated offices and staff in the U.S., China and other service locations.
- Vendors (hosting, forms including Webflow/Tally, cloud, communications, security, analytics, background checks, credentialing, travel, immigration, legal advisers).
- Authorities where legally required or reasonably necessary.
- Successors in a merger, financing or business transfer, under confidentiality.
- Others at your direction or with your consent.

We do not sell personal information for money. If advertising cookies constitute a "sale," "sharing" or targeted advertising under local law, we will provide any required notice and opt-out.

7. International transfers

Sunels operates in the United States and China and supports cross-border recruitment. Your information may be processed outside your country. Where required, we use approved safeguards, contracts, security controls and/or consent. Mainland China candidates may be asked for separate consent for outbound transfers and sensitive-data processing under the PIPL.

8. Cookies

We and our providers may use necessary, security, functional and analytics cookies to run forms, protect submissions and improve the site. You can block cookies in your browser; some features may not work. Non-essential cookies are used only with consent where required. Embedded third-party tools have their own policies.

9. Retention & security

We keep information only as long as needed for recruitment, an active relationship, legal retention, disputes and security, then delete, anonymize or securely isolate it. We apply reasonable administrative, technical and physical safeguards. No online system is fully secure; use secure devices and avoid sending unnecessary sensitive data by ordinary email.

10. Your rights

Depending on your location, you may request access, correction, deletion, restriction, portability, objection, withdrawal of consent, or opt-out of marketing/sale/sharing where applicable; appeal a denial; or complain to a data-protection authority. We do not make final placement decisions solely by automated means. Contact staffing@sunels.com. We may verify identity and may limit requests where law allows. We will not unlawfully discriminate for exercising privacy rights.

11. Children & third parties

The website is for adults and business users, not children under 16. We do not knowingly collect children's data. Third-party links and embeds follow their own policies. This site is not a patient-care portal — do not submit patient-identifiable health information.

12. Changes & contact

We may update this Policy and post the revised date, with extra notice where required. Email: staffing@sunels.com · U.S.: +1 (917) 669-8189 · China: +86 1365 1365 876 · U.S. HQ: 317 George Street, New Brunswick, NJ 08901, USA · China: 486 Guanghua East 3rd Road, Bldg 2, Suite 1405, Qingyang District, Chengdu, Sichuan 610000, P.R. China.

PART II — WEBSITE TERMS OF USE

Effective and last updated: 20 August 2026

1. Acceptance

These Terms govern use of www.sunelstaffing.com. By using the site, you agree to them; if not, do not use it. Separate written agreements govern actual recruitment, staffing, employment or immigration services and prevail on those subjects if they conflict with these Terms.

2. Permitted use

You must have legal capacity and use the site only for lawful purposes related to Sunels services. You may not disrupt security, introduce malware, scrape data, impersonate others, submit false information, infringe rights, gain unauthorized access, reverse-engineer protected features, or violate employment, immigration, anti-discrimination or other applicable laws.

3. Candidates & employers

Candidates confirm submissions are accurate, lawful and authorized, and allow Sunels to review and share them for recruitment as described in the Privacy Policy. Obtain permission before providing another person's details. Submission does not guarantee interview, employment, visa, licensure or any result.

Employer representatives confirm authority to act for their organization. Employers remain responsible for lawful hiring, workplace duties, compensation and non-discrimination unless a signed agreement allocates otherwise. A website request alone does not create an exclusive or fee-bearing engagement.

4. No professional advice

Website content is general information only — not legal, immigration, tax, medical, licensing or employment advice. Consult qualified advisers and authorities. Sunels may coordinate support but does not control government, board, employer or third-party decisions.

5. Intellectual property

Site content and branding are owned by or licensed to Sunels. You may view the site for personal or internal business evaluation only. Any other copy, modification, distribution, commercial use or framing requires written consent. Third-party marks remain their owners'.

6. Third-party services

Links and embeds (including CV-upload forms) are controlled by third parties. Sunels is not responsible for their availability, content or practices. Separate terms and privacy policies may apply.

7. Disclaimers & liability

To the fullest extent permitted by law, the site is provided "as is" and "as available," without warranties of merchantability, fitness, non-infringement, accuracy or uninterrupted operation. Sunels and its affiliates will not be liable for indirect, incidental, special, consequential or punitive damages, or loss of data, profits or opportunity. Where liability cannot be excluded, it is limited to the greater of USD 100 or amounts you paid Sunels specifically for website access in the prior 12 months. Mandatory rights that cannot be limited remain unaffected.

8. Indemnity, suspension & law

To the extent permitted, you will indemnify Sunels against third-party claims arising from your unlawful use, infringement or materially false submissions (except to the extent caused by Sunels' own unlawful conduct). We may restrict access for security, compliance or breach. Unless mandatory law or a signed agreement says otherwise, these Terms are governed by New Jersey law; exclusive venue is state and federal courts in Middlesex County, New Jersey. Consumer, employment and data-protection rights that cannot be waived remain intact.

9. General & contact

Unenforceable provisions are modified to the minimum extent needed; the rest continues. Failure to enforce is not a waiver. You may not assign these Terms without consent; Sunels may assign in a business transfer. These Terms, the Privacy Policy and applicable written agreements form the full website agreement. We may revise Terms by posting updates; continued use after the effective date is acceptance where permitted. Questions: staffing@sunels.com.

Contact

Channel	Details
Email	staffing@sunels.com
U.S. phone	+1 (917) 669-8189
China phone	+86 1365 1365 876
U.S. headquarters	317 George Street, New Brunswick, NJ 08901, USA
China office	486 Guanghua East 3rd Road, Building 2, Suite 1405, Qingyang District, Chengdu, Sichuan 610000, P.R. China

Align this document with live consent checkboxes, cookie settings, vendor contracts and retention practices before publishing.