

Privacy Policy

Effective Date: July 8, 2025

Last Updated: July 8, 2025

Our Commitment to Your Privacy

At **JAG Holdings Group, LLC dba JAG Consulting**, and its subsidiaries (“JAG,” “we,” “our,” or “us”), we understand that your personal and physiological data is deeply sensitive. We are committed to protecting your privacy and empowering you with control over your information. This Privacy Policy explains how we collect, use, store, and protect your data.

1. Scope of This Policy

This policy applies to all personal data collected through our services, including:

- Consulting engagements
- Digital platforms and tools
- Health and performance assessments
- Any other services where personal or physiological data is collected

2. What Data We Collect

We may collect the following categories of data:

Personal Identifiers

- Name, email address, phone number, organization

Health & Physiological Data

- Heart rate, sleep patterns, activity levels, stress indicators, temperature, and other biometric data
- Lifestyle and wellness information provided by you or collected through integrated tools

Technical & Usage Data

- Device identifiers, IP address, browser type, and usage patterns

3. Why We Collect Your Data

We process your data for the following purposes:

- **To Provide Our Services:** Deliver personalized consulting and wellness insights
- **To Improve Our Services:** Analyze usage to enhance features and user experience
- **To Support You:** Offer customer service and respond to inquiries
- **To Ensure Security:** Protect your data using privacy-enhancing technologies
- **To Comply with Legal Obligations:** Fulfill regulatory and contractual requirements

4. Legal Basis for Processing

We process your data based on:

- Your **explicit consent**
- Our **contractual obligations** to you
- Our **legitimate interest** in improving services
- **Legal compliance** with applicable regulations

5. Data Storage and Security

All data is stored securely in **Microsoft Azure**, which is:

- **SOC 2, ISO 27001, and HIPAA compliant**
- Protected by **encryption, access controls, and audit trails**
- Regularly audited for compliance and security

More details: Microsoft Compliance Resources

6. Your Rights

You have the right to:

- Access your data
- Correct or update your data
- Request deletion of your data
- Withdraw consent at any time
- Receive a copy of your data in a portable format

To exercise these rights, contact us at **privacy@jaghp.com**.

7. Data Retention and Deletion

We retain your data only as long as necessary. You may request deletion at any time. Upon confirmation, we will:

- Permanently delete your data from our systems
- Revoke access to any associated services
- Confirm deletion via email

8. Sharing and Disclosure

We do **not** sell or rent your data. We may share it only with:

- Authorized service providers under strict confidentiality agreements
- Legal authorities when required by law
- Third parties with your explicit consent

9. Use of Aggregated or Anonymized Data

We may use anonymized or aggregated data for research, analytics, or service improvement. This data cannot be used to identify you.

10. Changes to This Policy

We may update this policy periodically. Any changes will be posted here with an updated effective date.