

Applicant Privacy Policy

Jason Martin Medical Consulting LLC., D/B/A Geriatric Post-Acute Specialists, (“the Company,” “we,” or “our”) respects the privacy of all applicants and is committed to handling personal information responsibly and in compliance with applicable federal, Texas, and local laws. This Applicant Privacy Policy explains how we collect, use, and protect information submitted during our hiring process.

When you apply for a position with us, we may collect the following information:

- Contact details (name, address, phone number, email).
- Employment history, education, and professional qualifications.
- Licenses and certifications (e.g., nursing or medical licenses).
- References and resumes/CVs you provide.
- Information needed to comply with applicable law (e.g., eligibility to work in the U.S.).
- If required for a position: background check results (only after a conditional offer, in compliance with Austin’s Fair Chance Hiring Ordinance).

Your personal information will be used only for employment-related purposes, including:

- Evaluating your qualifications for employment.
- Communicating with you during the hiring process.
- Verifying your employment history, credentials, and professional licenses.
- Conducting background checks, when applicable, and only after a conditional offer.
- Meeting legal or regulatory requirements related to employment.

We do not sell applicant information to third parties.

Access to your information is limited to:

- Our Hiring Team directly involved in the process.
- Authorized service providers (e.g., background check companies) engaged to assist with recruitment.
- Government agencies or regulators, if required by law.

All parties are expected to handle your information with confidentiality and care.

We take reasonable steps to protect applicant information from unauthorized access, use, or disclosure. Applicant records are generally retained for up to two years after the position is filled (or longer if required by law), after which records will be securely deleted or destroyed.

As an applicant, you have the right to:

- Request access to the information you provided.
- Request corrections to inaccurate information.
- Withdraw your application at any time.
- Request deletion of your personal information, subject to legal retention requirements.

By submitting your application, you consent to the collection, use, and processing of your personal information as described in this Applicant Privacy Policy.

If you have questions or concerns about this policy or how your information is handled, please contact: Geriatric Post-Acute Specialists Office: 512-840-1158