

**Doing HR Differently LLC Legal Center**  
**Last Updated: May 1, 2025**

Welcome to the Legal Center for **Doing HR Differently LLC**, doing business as **Choosing2BeBetter**. We care about your trust and transparency. Below you'll find the following policies:

- [Privacy Policy](#)
- [Terms & Conditions](#)
- [Cookie Policy](#)
- [Mobile Messaging Terms](#)
- [Quick Summary](#)

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## **PRIVACY POLICY**

**Effective Date:** May 1, 2025

**Doing HR Differently LLC** ("Company," "we," "us," or "our"), doing business as **Choosing2BeBetter**, respects your privacy. This Privacy Policy explains how we collect, use, and share your personal data.

### **Scope of this Policy:**

This Policy applies to services and communications offered under both Doing HR Differently LLC and Choosing2BeBetter. Services may include workplace consulting, leadership development, coaching programs, and personal growth initiatives.

### **1. Information We Collect**

We may collect personal data such as your name, email, phone number, and other details you provide.

### **2. How We Use Your Information**

- Provide and improve our services
- Communicate updates, confirmations, and information (including SMS if you opt in)
- Comply with legal obligations

### **3. Disclosure of Information**

- **Service Providers:** We may share your data with trusted partners (like messaging platforms and phone carriers) who help deliver services.
- **Affiliates:** We may share with our affiliates, but they must honor this Privacy Policy.

- **Text Messaging Data:** Your SMS opt-in data and consent will **never** be shared with third parties for unrelated marketing.

#### 4. Data Security

We use reasonable measures to protect your data but cannot guarantee absolute security.

#### 5. Your Rights

You may opt out of communications anytime and request access, correction, or deletion of your personal data.

#### 6. Policy Changes

We may update this Privacy Policy. Material changes will be posted on this page.

#### 7. Contact Us

Questions? Contact: [support@doinghrdifferently.com](mailto:support@doinghrdifferently.com) | 657-527-0705

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### TERMS AND CONDITIONS

**Effective Date:** May 1, 2025

By using our services, you agree to the following terms:

#### 1. Use of Services

You must be at least 18 years old or have parental permission to use our services lawfully.

#### 2. Messaging Terms

- **Opt-In:** You agree to receive SMS messages when you opt in.
- **Opt-Out:** You can cancel anytime by replying STOP.
- **Help:** Reply HELP or contact [support@doinghrdifferently.com](mailto:support@doinghrdifferently.com)

**Standard message and data rates may apply.** Frequency may vary.

#### 3. Third-Party Service Providers

We use third parties to help deliver services but do not sell or misuse your personal data.

#### 4. Service Changes

We may update, suspend, or discontinue services at any time.

## **5. Disclaimer**

We provide services "as is" without warranties and are not responsible for delivery delays or errors.

## **6. Limitation of Liability**

We are not liable for indirect, incidental, or consequential damages to the fullest extent permitted by law.

## **7. Contact Us**

Questions? Reach us at: [support@doinghrdifferently.com](mailto:support@doinghrdifferently.com) | 657-527-0705

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## **COOKIES POLICY**

**Effective Date:** May 1, 2025

**Doing HR Differently LLC**, doing business as **Choosing2BeBetter**, uses cookies and similar technologies to enhance your experience.

### **1. What Are Cookies?**

Cookies are small text files placed on your device when you visit a website.

### **2. Types of Cookies We Use**

- **Essential Cookies**
- **Performance Cookies**
- **Functional Cookies**
- **Marketing Cookies**

### **3. Managing Cookies**

You can control cookies through your browser settings.

### **4. Changes**

We may update this Cookie Policy as needed.

### **5. Contact Us**

Questions? Contact [support@doinghrdifferently.com](mailto:support@doinghrdifferently.com)

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## MOBILE MESSAGING TERMS

**Effective Date:** May 1, 2025

By opting into SMS communications from **Doing HR Differently LLC**, doing business as **Choosing2BeBetter**, you agree to the following:

### 1. Program Description

We send service notifications, reminders, updates, and promotional messages.

### 2. Frequency

Message frequency may vary.

### 3. Opt-Out

Reply STOP at any time to cancel.

### 4. Help

Reply HELP for assistance or contact [support@doinghrdifferently.com](mailto:support@doinghrdifferently.com)

### 5. Charges

Message and data rates may apply.

### 6. Privacy

We respect your privacy. Your opt-in data will not be sold.

### 7. Disclosure of Personal Data

- **Third Parties that Help Provide the Messaging Service:** We will not share your opt-in to an SMS short code campaign with a third party for purposes unrelated to supporting you in connection with that campaign. We may share your Personal Data with third parties that help us provide the messaging service, including, but not limited to, platform providers, phone companies, and other vendors who assist us in the delivery of text messages.
- **Affiliates:** We may disclose the Personal Data to our affiliates or subsidiaries; however, if we do so, their use and disclosure of your Personal Data will be subject to this Policy.

- **Important:** All the above categories exclude text messaging originator opt-in data and consent; this information will not be shared with any third parties.

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### Quick Summary

- We protect your information.
  - We don't share your SMS opt-in data for unrelated purposes.
  - You can opt out of communications anytime.
  - Standard messaging rates may apply.
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