

FloHRish Legal Policies

Privacy Policy – FloHRish

Effective Date: October 2, 2025

FloHRish (“we,” “our,” “us”) provides both HR consulting services and an HR technology (SaaS) platform. This Privacy Policy describes how we collect, use, and protect personal data.

Scope

Applies to website visitors, consulting clients, SaaS users, and employees whose data is processed on behalf of clients.

Information We Collect

- Consulting Clients: Contact details, billing data, HR documents, and engagement records.
- SaaS Users: Account credentials, usage data, and HR data processed in the platform.
- Website Visitors: IP address, browser data, analytics, and cookies.

Use of Information

To deliver consulting engagements, provide SaaS functionality, ensure security, comply with laws, and improve services.

Sharing & Disclosure

Shared only with service providers, regulators, or in business transfers. We do not sell personal data.

Data Rights

You may access, correct, delete, or restrict your data. For requests: Thrive@floHRish.com.

Security

We use encryption, access controls, and monitoring to safeguard data.

International Transfers

Handled under GDPR Standard Contractual Clauses where applicable.

Retention

Data is kept only as long as necessary for services or legal obligations.

Terms of Service – FloHRish

Effective Date: October 2, 2025

By using FloHRish services, clients and users agree to these Terms.

Definitions

- Client: Organization/individual purchasing services.
- User: Individual using SaaS.
- HR Data: Employee data processed in SaaS or consulting engagements.

Scope of Services

- Consulting: HR strategy, compliance reviews, coaching.
- SaaS: Subscription-based HR technology platform.

Client Responsibilities

Provide accurate information, cooperate during consulting, and ensure lawful use of services.

Acceptable Use

No unlawful or discriminatory use, reverse engineering, or IP violations.

Consulting Disclaimer

Our services are advisory and do not constitute legal or tax advice.

Fees

Consulting invoiced per engagement. SaaS billed by subscription. All fees are non-refundable unless otherwise noted.

Intellectual Property

FloHRish retains rights to software, branding, and materials. Clients retain ownership of HR data.

Confidentiality

Both parties agree to protect confidential information.

Warranties

Services provided "AS IS." No warranty of specific outcomes.

Liability

Liability capped at fees paid in prior 12 months. No indirect or consequential damages.

Indemnification

Clients indemnify FloHRish against claims from misuse or violations.

Termination

Access may be suspended/terminated for violations or non-payment.

Governing Law

Ohio, USA. Binding arbitration required. Class action waivers apply.

Cookie Policy – FloHRish

Effective Date: October 2, 2025

FloHRish uses cookies and tracking technologies.

Types of Cookies

- Essential: Required for login, navigation, and security.
- Analytics: Measure use and performance.
- Functionality: Save user preferences.
- Advertising: Deliver relevant ads/content.

Third-Party Cookies

Used by analytics (Google, LinkedIn, Meta). Governed by their policies.

Your Choices

Accept all, reject non-essential, or manage via browser/banner. California residents may exercise “Do Not Sell My Personal Information” rights under CCPA.

Contact

For cookie or privacy questions, email Thrive@floHRish.com.