



SMS TERMS AND CONDITIONS

Effective Date: March 1, 2024

These SMS Terms and Conditions govern the text-messaging program operated by Hire Impact Recruiting, LLC. ("Hire Impact," "we," "us," or "our"). By opting in to receive SMS or MMS messages from Hire Impact, you agree to these terms.

Program Purpose

Hire Impact uses text messaging to communicate with individuals who have submitted an employment application or requested follow-up regarding a specific job opportunity. Messages may include:

- Application follow-up and position information
- Prescreening and qualification questions
- Application links and requests for recruiting information
- Interview scheduling and reminders
- Application-status and recruiting-process updates
- One-to-one communication with a Hire Impact recruiter

Messages are related to the applicant's recruiting and application process. Receiving a message does not guarantee an interview, job offer, placement or employment.

How Users Opt In

Applicants may opt in by selecting an optional, unchecked SMS-consent checkbox on a Hire Impact application form, providing documented verbal consent to a Hire Impact recruiter, or texting an advertised keyword such as START, JOIN or APPLY to a Hire Impact business number.

Applicants may reach Hire Impact through our website and careers pages or through job-listing platforms such as Indeed, Facebook and Tenstreet. Consent applies only to application-related communications from Hire Impact Recruiting, LLC.

Consent to receive text messages is not a condition of purchase, submitting an employment application, being considered for employment or accepting employment.

Message Frequency and Charges

Message frequency varies based on the applicant's activity, application status and recruiting needs. Message and data rates may apply according to the recipient's mobile-service plan. Hire Impact does not charge a separate fee for receiving program messages.

STOP AND HELP

REPLY STOP AT ANY TIME TO CANCEL AND UNSUBSCRIBE FROM TEXT MESSAGES.

Recipients may also use other reasonable words indicating a request to stop, including CANCEL, END, QUIT, UNSUBSCRIBE or OPT OUT. After opting out, the recipient may receive one final confirmation message. No further SMS messages will be sent unless the recipient provides new consent.

Reply HELP for assistance, contact us at admin@hireimpactsolutions.com.

Carrier Disclaimer

Mobile carriers are not liable for delayed or undelivered messages. Message delivery is subject to the availability and operation of wireless networks and is not guaranteed. If you change or deactivate your mobile number, please update your contact information with Hire Impact.

Privacy and Data Use

Hire Impact uses mobile information to provide recruiting and application-related communications. Mobile opt-in information and SMS consent will not be sold, rented or shared with third parties for their independent marketing or promotional purposes.

Information may be processed by service providers that help Hire Impact operate its recruiting, CRM and communications systems under appropriate confidentiality obligations. Additional information is available in our Privacy Policy at www.hireimpactsolutions.com.

Eligibility and Accurate Information

By opting in, you represent that you are the subscriber or customary user of the mobile number provided and are authorized to consent to messages at that number. You agree to provide accurate contact information and promptly notify Hire Impact if the number changes.

Changes to These Terms

We may revise these SMS Terms and Conditions periodically. Updated terms will be posted with a revised effective date. Changes will apply prospectively where required by law.

Contact Us

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