



TERMS AND CONDITIONS

Effective Date: March 1, 2024

These Terms and Conditions govern communications and recruiting services provided by Hire Impact ("Hire Impact," "we," "us," or "our"). By using our website, submitting an application, requesting information, or opting in to communications from Hire Impact, you agree to these Terms and Conditions.

Recruiting Services

Hire Impact provides recruiting, applicant-screening and employment-related communication services for transportation companies and other employers. Hire Impact may communicate with applicants regarding available positions, application status, interviews, qualification questions, onboarding requirements and other recruiting-related matters.

Submitting information or completing a prescreening does not guarantee an interview, job offer, placement or employment. Hiring decisions are made by the applicable employer and may be subject to additional qualifications, background checks, driving-record reviews, drug-and-alcohol testing, employment verification, insurance requirements and applicable laws.

Applicants are responsible for providing complete and accurate information. Hire Impact may discontinue processing an application if information is incomplete, inaccurate or cannot be verified.

Telephone Calls and AI-Assisted Communications

By providing your telephone number and consenting to be contacted, you authorize Hire Impact and the employers or service providers working with us to contact you regarding recruiting and employment opportunities.

Communications may include calls made using automated technology, prerecorded or artificial voices, and AI-assisted recruiting agents. An AI voice agent may ask preliminary screening questions, collect application information, provide basic position details and schedule follow-up communications.

AI-assisted screening does not constitute a final employment decision or job offer. A human recruiter or employer may review the information collected during the call.

Calls may be monitored or recorded for recruiting, training, documentation and quality-assurance purposes where permitted by law. When legally required, we will provide notice or obtain consent before recording.

Consent to receive automated calls or text messages is not a condition of applying for or accepting employment. You may request communication through another available method by contacting us.

Hire Impact Recruiting Text Message Program

When you opt in, Hire Impact may send SMS or MMS messages concerning:

- Available driving and employment opportunities
- Application links and application-status updates
- Prescreening and qualification questions
- Interview scheduling and reminders
- Requests for required recruiting or onboarding information
- Recruiter follow-ups
- Related recruiting and employment updates

Message frequency varies. Message and data rates may apply.

REPLY STOP TO CANCEL AND UNSUBSCRIBE FROM TEXT MESSAGES.

You may also use other reasonable words indicating that you want messages to stop, such as CANCEL, END, QUIT, UNSUBSCRIBE or OPT OUT. After opting out, you may receive one final message confirming your request. No additional marketing or recruiting messages will be sent unless you provide new consent.

Reply HELP for assistance, contact us at admin@hireimpactsolutions.com, or call 615-416-0462.

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.

Consent applies only to communications from Hire Impact and authorized providers supporting Hire Impact's recruiting program. Mobile opt-in information and consent will not be sold or shared with third parties for their independent marketing or promotional purposes.

Opting In

You may opt in by:

- Entering your mobile number on a Hire Impact application or website form and selecting the applicable consent checkbox
- Requesting text-message communication from a Hire Impact recruiter
- Texting a designated keyword to a Hire Impact business number
- Providing documented verbal consent where permitted
- Using another clearly disclosed opt-in method

Your consent applies to the telephone number you provide. You represent that you are the subscriber or customary user of that number and are authorized to provide consent for it.

Privacy

Our collection, use and protection of personal information are described in the Hire Impact Privacy Policy, available at https://www.hireimpactsolutions.com/_files/ugd/af3ad6_6ba36bbc9a2c432c9d6c85fca5bf7b53.pdf.

Information submitted during recruiting may be provided to prospective employers, background-screening providers, technology vendors and other service providers when reasonably necessary to evaluate or process an application.

Mobile opt-in consent will not be sold or shared with third parties for their own marketing purposes.

Acceptable Use

You agree not to misuse our website, telephone numbers, messaging services or recruiting systems. Prohibited activity includes submitting false information, impersonating another person, interfering with our services or using our systems for unlawful, abusive or fraudulent purposes.

Third-Party Employers and Services

Hire Impact may recruit on behalf of independently operated employers. Those employers maintain their own hiring requirements, employment policies, compensation plans and workplace practices. Hire Impact is not responsible for changes made by an employer to a position, schedule, compensation package, route, equipment assignment or hiring decision.

Our services may also use third-party communications, CRM, background-screening and application-processing providers. Their systems may be subject to separate terms and privacy practices.

Disclaimer and Limitation of Liability

Hire Impact attempts to provide accurate position information but does not guarantee that every opening, schedule, route, compensation estimate or benefit will remain available or unchanged. Final position details must be confirmed directly with the hiring employer.

To the extent permitted by law, Hire Impact will not be liable for delayed or undelivered communications, carrier interruptions, unavailable positions, employer hiring decisions or indirect or consequential damages arising from the use of our recruiting services.

Nothing in these Terms limits rights or remedies that cannot legally be limited.

Changes to These Terms

We may update these Terms and Conditions periodically. Changes will be posted on this page with a revised effective date. Your continued use of our services after an update constitutes acceptance of the revised terms where permitted by law.

Contact Us

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