

Privacy Policy

Kids Dental Brands Job Applicant SMS Program

Effective Date: August 2026

1. Introduction

Kids Dental Brands ("Company," "we," "our," or "us") is committed to protecting your privacy. This Privacy Policy explains how we collect, use, share, and safeguard information when you elect to receive SMS/text messages regarding employment opportunities, job applications, and the recruiting process.

2. Information We Collect

- Your name, mobile phone number, email address, and other information you voluntarily provide during the application and recruiting process.
- Records of your consent to receive SMS/text communications, including the date, time, and method of consent when available.
- Information related to your interactions with our recruiting and hiring processes, including application status, interview scheduling, reminders, and recruiting communications.
- Technical or delivery information associated with text communications, such as message delivery status and opt-out requests, when provided by our service providers.

3. How We Use Your Information

We may use your information to:

- Communicate regarding your job application, application status, interview scheduling, reminders, and other recruiting-related updates.
- Respond to inquiries and provide candidate support.
- Administer, maintain, and improve our recruiting and hiring processes and communications.
- Maintain records of consent, opt-out requests, and program communications.
- Comply with applicable legal, regulatory, and business requirements.

4. Voluntary Participation and Consent

Participation in the Job Applicant SMS Program is voluntary. You are not required to consent to SMS communications to apply for employment, be considered for employment, or continue through the recruiting process. Consent to receive SMS/text messages is not a condition of employment.

Where offered during the employment application process, candidates may opt in by selecting a separate, unchecked SMS/Text Message Consent option. Candidates who do not opt in may continue through the application process without receiving text messages and may receive recruiting communications through other available channels.

5. Data Sharing and Disclosure

No mobile information will be shared with third parties or affiliates for marketing or promotional purposes.

Text messaging originator opt-in data, consent records, and related personal information will not be shared, sold, rented, or disclosed to third parties or affiliates for marketing or promotional purposes. Such information may be shared only with service providers as necessary to support and deliver text messaging services, administer the recruiting process, or as

required by law.

We may share information with trusted service providers, including applicant tracking, recruiting, communication, and SMS platform providers, solely as necessary to support our recruiting and hiring activities and deliver requested communications. These providers are required to protect the information they receive and use it only for authorized purposes.

We may also disclose information when required by law or to comply with legal obligations, court orders, governmental requests, or to protect the rights, safety, and security of Kids Dental Brands, candidates, or others.

6. Data Security

We maintain reasonable administrative, technical, and physical safeguards designed to protect your information from unauthorized access, use, disclosure, alteration, or destruction. No data transmission or storage method can be guaranteed to be completely secure.

7. SMS Program Details and Your Choices

- Message frequency varies based on recruiting activity and the status of your application but generally does not exceed 10 messages per month per active job application.
- Message and data rates may apply.
- You may opt out of SMS/text communications at any time by replying **STOP**.
- For assistance, reply **HELP** or contact the Kids Dental Brands People Services Department.
- Opting out of SMS communications will not affect your ability to apply for employment, be considered for employment, or receive communications through other available channels.

8. Data Retention

We retain personal information, consent records, communication records, and opt-out requests for as long as reasonably necessary to support the purposes described in this Privacy Policy, meet business and recordkeeping needs, resolve disputes, and comply with applicable legal obligations. Retention periods may vary based on the type of information and the purpose for which it was collected.

9. Children's Privacy

The Job Applicant SMS Program is intended for individuals seeking employment. It is not directed to children under 13, and we do not knowingly collect personal information from children under 13 through this program.

10. Changes to This Policy

We may update this Privacy Policy from time to time. Any changes will be posted on our website and will become effective upon posting, unless otherwise stated. The effective date at the top of this Privacy Policy will reflect the current version.

11. Contact Us

If you have questions regarding this Privacy Policy or our privacy practices, please contact:

Kids Dental Brands - People Services Department
HR@KidsDentalBrands.com
3040 N. 44th St.
Phoenix, Arizona 85018
(480) 607-9999

Related Notice

The employment application page should provide access to this Privacy Policy and the Kids Dental Brands Job Applicant SMS Terms & Conditions at the point where SMS consent is requested.