

Terms & Conditions for SMS/Text Messaging

Kids Dental Brands Candidate Communication SMS Program

A2P 10DLC

1. Program Name

Kids Dental Brands Candidate Communication SMS Program

2. Program Description

Kids Dental Brands uses SMS/text messaging to communicate with job applicants who have opted in to receive text messages regarding employment opportunities and the recruiting process.

Messages may include:

- Application status updates
- Interview scheduling and reminders
- Requests for additional information
- Recruiting-related communications
- Other information related to employment opportunities with Kids Dental Brands

Participation in this program is voluntary, is not required to apply for employment, and is not a condition of employment.

3. Message and Data Rates

Message and data rates may apply based on your wireless carrier plan. Kids Dental Brands is not responsible for charges imposed by your mobile carrier as a result of receiving SMS/text messages.

4. Message Frequency

Message frequency varies by candidate and recruiting activity but generally does not exceed 10 messages per month per active job application.

5. Opt-In and Opt-Out

Opt-In: Candidates may opt in by selecting a separate, unchecked SMS/Text Message Consent option within the employment application process.

Example consent language:

By checking this box, I consent to receive SMS/text messages from Kids Dental Brands regarding my application status, interview scheduling, reminders, and other recruiting-related communications. Message and data rates may apply. Message frequency may vary. Reply STOP to unsubscribe or HELP for assistance. Consent is not a condition of employment.

Opt-Out: You may opt out of receiving text messages at any time by replying STOP to any message. For assistance, reply HELP.

6. Privacy and Data Use

Your privacy is important to us. Please review our Privacy Policy for information regarding how your data is collected, used, stored, and protected.

- No mobile information will be shared with third parties or affiliates for marketing or promotional purposes.
- Text messaging originator opt-in data and consent will not be shared, sold, or rented to any third parties, except as necessary to support and deliver text messaging services or as required by law.
- Information may be disclosed as required by law or as necessary to administer the recruiting process.

7. Message Flow

Candidates submit an employment application and may separately choose whether to opt in to SMS communications. Candidates who opt in may receive recruiting-related communications throughout the application, interview, and hiring process. Candidates who do not opt in may continue through the application process without receiving text messages.

8. Support

For assistance:

- Reply HELP to any SMS message
- Email: HR@KidsDentalBrands.com
- Phone: (480) 607-9999

9. Carrier Disclaimer

Wireless carriers are not liable for delayed or undelivered messages.

10. Contact Information

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