

Text (SMS) Messaging Program Terms & Conditions

Please read these Terms and Conditions before participating in the Innovative Employee Solutions Inc. (“IES”) text messaging program (the “Text Messaging Program” or “Program”).

By participating in this Program, you are agreeing to these Terms & Conditions. If you do not agree to these Terms & Conditions, please do not participate in the Text Messaging Program. **You are not required to participate in the Program in order to work for IES.**

How to Opt-In

IES allows you to **opt-in** to receive SMS (Short Message Service) notifications with important information related to your employment. To opt-in this Program, you must provide and submit a mobile phone number to the Text Messaging Program. Participants who opt-in will be automatically subscribed to receive periodic text message updates from the IES Text Messaging Program as described below.

How to Opt-Out

You may **unsubscribe/opt-out** of this program at any time by replying to any text with **STOP**. You may also opt-out by texting **STOP** to 888-997-4421. For help at any time, text the word **HELP** to 888-997-4421. You may also email customer support at HRServiceRep@innovative-es.com or call 1-800-433-0961 or visit www.innovativeemployeesolutions.com.

Program Description

By submitting your information as set forth herein, you give us your express consent to use automated technology to text you on your mobile device at the wireless number you provided. Specific **message content** you may receive includes information about:

- (i) Office closures,
- (ii) Revised timecard deadlines (for example due to a holiday), and
- (iii) Benefits enrollment deadlines.

Message Frequency

We anticipate alerts **message frequency** is one (1) to five (5) messages per month.

Cost

The Text Message Program is provided, as is, without charge, however please note that **Message and Data Rates** imposed by your wireless service provider for text message sent and received from your mobile device may apply and you are responsible for those charges.

Privacy

Please read the SMS Text Messaging Program Privacy Policy (<https://www.innovativeemployeesolutions.com/employee-center/employment-policies/>) to understand the information we gather from the Text Messaging Program and the specific measures we take to protect your personal information.

Eligibility

Authorized users must be 18 years of age or older to participate in the Text Messaging Program.

Additional Terms and Conditions

The Program and our text messaging content is provided on an “as is,” “as available” basis, without representations or warranties of any kind. IES shall not have any liability or responsibility for any errors or omissions in the content of this program. IES does not represent or warrant that the text messaging program will operate without interruption or error.

Not all mobile devices may be supported. IES is not liable for any delays or delivery failures by network operators. Only U.S. telephone numbers are supported.

Your participation in the text messaging program is at your sole risk and if you are dissatisfied with the text messaging program, its content or with these terms and conditions, your sole and exclusive remedy is to opt out of the program.

Termination of Text Messaging

IES reserves the right, in its sole discretion, to terminate your access to the all or part of the Text Messaging Program, with or without notice, for any reason or no reason, including, without limitation, your violation of these Terms and Conditions.

Governing Law and Venue

Use of SMS service under this Agreement is governed by the laws of the State of California

Effective Date of these Terms and Conditions: **November 12, 2019**