

T-P ACOUSTICS — EMPLOYEE SMS TERMS AND CONDITIONS

Program Description: The T-P Acoustics Employee SMS Program provides recurring employment-related text messages to enrolled field crew employees. Messages include work schedules, jobsite assignments, safety notifications, and training reminders. This program does not send advertising or promotional messages.

Enrollment and Consent: Employees may enroll during hiring and onboarding by completing the separate SMS consent form included in the new-hire employee packet. Enrollment requires actively selecting the opt-in checkbox, providing a mobile number, and signing and dating the form.

SMS participation is optional and is not a condition of hiring or continued employment. Employees may decline or withdraw consent without an employment penalty. Employees remain responsible for receiving necessary work communications through another company-approved method.

Providing a mobile number, receiving the employee packet, or signing other employment documents does not constitute SMS consent. Acceptance of these Terms or the Privacy Policy alone does not authorize enrollment.

Message Frequency and Charges: Message frequency varies based on work schedules, jobsite assignments, safety communications, and training needs.

Message and data rates may apply to messages sent and received under your mobile service plan. Contact your wireless provider for information about your plan and applicable charges.

How to Unsubscribe: Reply **STOP** to any program message to unsubscribe at any time. You will receive one final confirmation, after which no further program messages will be sent unless you provide new express written consent.

No supervisor approval or additional action is required to unsubscribe. Other clear requests to stop messages will also be honored, including requests submitted through the contact information below.

Employees who unsubscribe will receive necessary work communications through another company-approved method. Arranging that method does not delay or override the unsubscribe request.

Assistance: Reply **HELP** to a program message or contact:

John Mergener, Safety Director, (602) 670-8854

Mobile Number Accuracy: Provide a mobile number that you own or are authorized to use. Promptly notify T-P Acoustics if your number changes, is disconnected, or is reassigned so that enrollment records can be updated.

Message Delivery: Delivery depends on wireless coverage, network availability, and compatible devices. Delivery is not guaranteed. Carriers are not liable for delayed or undelivered messages.

This program does not replace established emergency reporting procedures. Do not rely on a text message alone to report an emergency or an immediate safety hazard.

Privacy and Information Use: T-P Acoustics uses mobile numbers, messaging records, and consent information to administer the program and provide the communications described above.

Mobile information, SMS opt-in data, and consent will not be sold or shared with third parties, affiliates, or lead generators for marketing or promotional purposes. Messaging consent is not transferable to another organization.

Service providers may process information on our behalf as needed to operate and support the program, subject to the restrictions described in our Privacy Policy (*included in this document*).

Changes to These Terms: T-P Acoustics may update these Terms as the program or applicable requirements change. The current version will be available at T-P Acoustics office, with the effective date shown above. Material changes will be communicated as appropriate.

Changes to these Terms do not independently authorize new message subjects or override a prior unsubscribe request. Additional consent will be obtained when required.

PRIVACY POLICY

Purpose and Scope: T-P Acoustics (the Company) explains in this policy how it collects, uses, protects, and discloses personal information for its field crew text messaging program. The program supports work schedules, jobsite assignments, safety notifications, training reminders, and other employment-related operational communications. It is not used for advertising or promotional messages.

This policy applies to information associated with the text messaging program. It does not replace other employee privacy notices or establish privacy practices for unrelated Company websites or services.

Information We Collect: We collect employee names, mobile telephone numbers, and relevant work information, such as crew and jobsite assignments. We also maintain signed messaging agreements provided during hiring, enrollment dates, consent records, and changes to messaging preferences.

When messages are sent or received, we and our messaging service providers may collect message content, replies, dates and times, delivery status, and opt-out or help requests. Employees should not send Social Security numbers, financial account information, passwords, or detailed medical information through this program.

Information Use and Employee Enrollment: We use this information to administer enrollment; deliver and respond to work-related messages; maintain accurate contact records; document messaging authorization; process help and opt-out requests; troubleshoot delivery problems; protect the program against misuse; and meet applicable recordkeeping and legal obligations.

SMS enrollment is optional and is not a condition of hiring or continued employment. Employees may decline or withdraw SMS consent without an employment penalty. Employees remain responsible for receiving work communications through another Company-approved method, such as phone calls, email, or direct supervisor communication.

During hiring, employees may complete a separate SMS consent form in the employee packet. Employees actively select an initially unchecked opt-in box and provide their mobile number, signature, and date to

document consent. The form identifies the sender, message subjects, frequency, rate disclosure, STOP and HELP instructions, and links to this policy and SMS Terms. Signing other hiring documents or providing a phone number does not enroll an employee. This privacy policy is not an SMS consent agreement.

Restrictions on Marketing and Consent Sharing: We do not disclose mobile numbers, mobile information, SMS opt-in data, or consent to third parties, affiliates, or lead generators for marketing or promotional purposes. We do not sell, rent, trade, or transfer SMS consent. Consent applies only to T-P Acoustics and the disclosed message subjects. Limited processing on our behalf under Section 5 does not authorize another organization to send its own messages.

Limited Access and Service Providers: Access is limited to authorized Company personnel who need the information to carry out their duties. We may provide information to messaging platforms, telecommunications carriers, and other service providers only as needed to operate, secure, support, or verify compliance of this program. Providers processing information on our behalf must protect it and may not use it for their own marketing or independent messaging campaigns.

We may disclose information when required by applicable law, subpoena, or other binding legal process. Operational and legally required disclosures do not authorize the sale or transfer of messaging consent or use of information for third-party marketing.

Security and Retention: We use reasonable administrative, technical, and physical safeguards to protect program information against unauthorized access, use, or disclosure. Access to enrollment and message records is restricted according to job responsibilities. No transmission or storage system can be guaranteed completely secure.

We retain consent records throughout enrollment and for any longer period required by law or applicable record retention requirements. These records include the date, method, and scope of consent and the disclosure provided. Other program information is retained only as needed for operations, disputes, and legal obligations. Opt-out records are retained to prevent unwanted messages. Records no longer needed are securely deleted or disposed of, subject to preservation requirements.

Opt-Out and Assistance: Employees may reply STOP to unsubscribe at any time. This is a single-step process; no supervisor approval or additional action is required. The Company will stop program messages, except for one final unsubscribe confirmation. Other clear requests to stop will also be honored. Messages will not resume unless the employee provides new express written consent.

Employees may reply HELP for assistance or contact the Company using the details below. Employees who decline or withdraw SMS consent will receive necessary work communications through another Company-approved method. Arranging that method does not delay or override an opt-out request.

Message frequency varies based on work assignments and operational needs. Message and data rates may apply under the employee's mobile service plan. Employees should promptly report mobile number changes or reassignment.



Field Crew SMS Messaging Policy

Effective Date: September 21, 2026

Information Requests and Policy Updates: Employees may contact the Company to request access to, correction of, or deletion of program information. Requests will be handled in accordance with applicable law and legitimate recordkeeping obligations. Identity verification may be required before information is released or changed.

We may update this policy as practices or requirements change. The current version will be publicly available at [Public Privacy Policy URL], and SMS Terms and Conditions at [Public SMS Terms URL]. Material changes will be communicated as appropriate. Policy updates do not grant consent for new message subjects.

Contact Information

T-P Acoustics
Attention: John Mergener, Safety Director
Phone: (602) 670-8855
Email: john@tpacousticsinc.com
Mailing Address: 2310 W Parkside Lane, Phoenix, AZ 85027

EMPLOYEE ACKNOWLEDGEMENT AND OPT-IN

☐ I agree to receive recurring text messages from T-P Acoustics about work schedules, jobsite assignments, safety notifications, and training reminders at the mobile number I provide. Message frequency varies. Message and data rates may apply. Reply STOP to unsubscribe or HELP for assistance. SMS consent is optional and is not a condition of employment.

☐ I do **NOT** agree to receive recurring text messages from T-P Acoustics about work schedules, jobsite assignments, safety notifications, and training reminders at the mobile number I provide. However, I will accept telephone calls for messages related to my employment with T-P Acoustics. In addition, I accept responsibility for providing current certifications to the T-P Safety Director.

Employee Name: _____

Mobile Number: _____

Employee Signature: _____

Date: _____