

TERMS AND CONDITIONS – EMPLOYEE TEXT ALERT PROGRAM

1. Program Description

Alloy offers an SMS text messaging program (“Text Program”) to provide employees with important work-related communications, including but not limited to:

- Emergency notifications
- Safety alerts
- Facility closures or delays
- Schedule or operational updates

Messages are transactional and informational, not promotional.

2. Eligibility

Participation is limited to current employees of Alloy who provide a valid mobile phone number and consent to receive text messages.

3. Consent / Opt-In

By providing your mobile phone number and enrolling in the Text Program, you expressly consent to receive SMS or MMS messages sent via an automated system.

Consent may be provided by:

- Written acknowledgment
- Electronic form
- Texting an opt-in keyword
- Employment onboarding documentation

Consent is not a condition of employment.

4. Message Frequency

Message frequency varies based on operational needs and emergencies. Messages are sent only when necessary.

5. Opt-Out

You may opt out at any time by replying:

- STOP

After opting out, you will no longer receive text messages unless you re-enroll.

For help, reply:

- HELP

6. Message & Data Rates

Message and data rates may apply based on your mobile carrier plan.

Carriers are not liable for delayed or undelivered messages.

7. Supported Carriers

The Text Program is supported by most major U.S. carriers, including but not limited to AT&T, Verizon, T-Mobile, and their affiliates. Carrier availability is not guaranteed.

8. Privacy

Alloy respects your privacy. Information collected through the Text Program is handled in accordance with Alloy's Employee Text Alert Privacy Policy.

9. Changes to Terms

The Company may update these Terms and Conditions at any time. Continued participation constitutes acceptance of the updated terms.

10. Contact Information

For questions regarding the Text Program, contact:

Amanda Poldek
815-586-4728