



Stevens Transport SMS Alerts Opt-In Policy

Policy Statement

Stevens Transport provides SMS (text message) alerts to employees for operational, safety, weather, and emergency notifications. This policy outlines the terms and conditions under which employees may receive SMS alerts as part of company communications and ensures compliance with applicable federal and Texas laws. This policy applies to all Stevens Transport employees who voluntarily provide a mobile phone number to the company and are eligible to receive internal operational, safety, or emergency communications via SMS.

Policy Details

By voluntarily providing a mobile phone number to Stevens Transport, employees provide **prior express consent** to receive non-marketing SMS messages sent by or on behalf of Stevens Transport for operational, safety, and emergency purposes, consistent with the Telephone Consumer Protection Act (TCPA).

Message frequency may vary based on operational needs and emergency situations. Message and data rates may apply depending on the employee's mobile carrier and plan.

SMS alerts may include, but are not limited to:

- Operational updates
- Safety notifications
- Severe weather alerts
- Emergency or business continuity communications

Certain SMS messages may be sent outside of normal business hours in connection with emergency or time-sensitive situations.

Participation in the SMS Alerts program is voluntary and limited to current Stevens Transport employees. SMS messages are **not** used for marketing, advertising, or promotional purposes.

Employees may opt out of SMS alerts at any time by replying **STOP** to any message. For assistance, employees may reply **HELP**. Opting out will not result in disciplinary action, retaliation, or adverse employment consequences; however, employees acknowledge that opting out may limit their receipt of time-sensitive operational or safety communications.

Effective: 1/1/2026

Last updated: 12/15/2025

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All SMS alerts will clearly identify **Stevens Transport** as the sender.

Data Collection and Use

Mobile phone numbers are collected through internal Stevens Transport systems and are used solely for the purpose of delivering employee SMS alerts. Phone numbers are maintained using reasonable administrative, technical, and physical safeguards in accordance with applicable Texas and federal data protection laws.

For additional information regarding data collection, use, and protection of personal information, employees should review the Stevens Transport Privacy Policy.

Employee Acknowledgment

By continuing employment with Stevens Transport and voluntarily providing a mobile phone number, employees acknowledge and agree to the terms outlined in this SMS Alerts Opt-In Policy.

Policy Administration

This policy is administered by the Stevens Transport Human Resources and Information Technology departments. Stevens Transport reserves the right to modify or discontinue the SMS Alerts program or this policy at any time, with or without notice, in accordance with applicable law.

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