

Stevens Transport SMS Alerts – Terms and Conditions

Effective Date: _____

Last Reviewed: _____

1. Purpose

Stevens Transport provides an SMS (text message) alert program (“SMS Alerts”) for the purpose of delivering internal operational, safety, weather, and emergency notifications to employees. The SMS Alerts program supports business continuity and employee safety.

2. Eligibility

Participation in the SMS Alerts program is limited to current Stevens Transport employees who voluntarily provide a valid mobile phone number to the company.

3. Consent

By providing a mobile phone number to Stevens Transport, employees expressly consent to receive SMS messages related to company operations, safety, and emergency communications. Message frequency may vary based on operational need.

4. Non-Marketing Use

SMS Alerts are strictly non-promotional and shall not be used for marketing, advertising, solicitation, or any purpose unrelated to internal business operations or employee safety.

5. Opt-Out and Assistance

Employees may opt out of the SMS Alerts program at any time by replying STOP to any SMS message. Upon opting out, employees will no longer receive SMS messages under this program. For assistance, employees may reply HELP.

6. Costs

Message and data rates may apply depending on the employee’s mobile carrier and service plan. Stevens Transport is not responsible for any charges incurred by employees as a result of participation in the SMS Alerts program.

7. Privacy and Data Use

Mobile phone numbers are collected through internal company systems and are used solely for the purpose of delivering SMS Alerts. Stevens Transport does not sell, rent, or use mobile phone numbers for marketing purposes. Stevens Transport’s data practices are described in the company Privacy Policy available at <https://www.stevenstransport.com/privacy-policy/>.

8. Employment Relationship

Participation in the SMS Alerts program does not alter the employee's at-will employment status or create any contractual rights regarding continued employment, compensation, or benefits.

9. Program Modifications

Stevens Transport reserves the right to modify, suspend, or discontinue the SMS Alerts program, in whole or in part, at any time, with or without notice.

10. Governing Law

These Terms and Conditions shall be governed by and construed in accordance with the laws of the State of Texas, without regard to its conflict-of-laws principles.

11. Administration

The SMS Alerts program is administered by Stevens Transport's Human Resources and Information Technology departments.