

I. Challenge Manufacturing SMS Privacy Policy

Effective Date: October 16, 2026

Challenge Manufacturing Company ("Challenge," "we," "our," or "us") respects your privacy and is committed to protecting information collected through our SMS messaging programs.

II. Information We Collect

When you participate in our SMS messaging services, we may collect:

- Your mobile phone number
- Your name and employment or candidate status
- Message delivery information
- Records of text messages exchanged through Challenge-authorized messaging platforms
- Preferences regarding SMS communications
- Other information that you voluntarily provide in connection with employment, recruiting, or business communications

III. How We Use Information

Challenge uses SMS-related information to:

- Communicate with employees and job candidates
- Provide recruiting and hiring updates
- Deliver HR, benefits, payroll, and employment information
- Send company announcements and operational notifications
- Maintain records of business communications
- Administer and improve authorized company messaging programs
- Comply with legal, regulatory, and business obligations

IV. Disclosure of Information

Challenge may share SMS-related information with service providers that support our messaging platforms, HR systems, recruiting systems, technology infrastructure, legal compliance activities, or business operations. Such providers are contractually required to protect information and use it only for authorized purposes.

We do not sell or share your SMS opt-in data or personal information with third parties for marketing purposes.

V. Data Security

Challenge maintains reasonable administrative, technical, and physical safeguards designed to protect personal information against unauthorized access, use, disclosure, alteration, or destruction.

VI. Data Retention

Challenge may retain SMS communications and related information in accordance with its record retention practices, legal obligations, business needs, and applicable company policies.

VII. Employee and Candidate Responsibilities

Individuals should not send highly sensitive personal, financial, medical, or confidential information through SMS unless specifically requested through an authorized Challenge process.

VIII. Your Choices

You may opt out of SMS communications at any time by replying STOP to a text message from Challenge, unless the communication is required for administration of your employment relationship or other legally permitted business purposes.

IX. Contact Information

Questions regarding this Privacy Policy may be directed to:

Challenge Manufacturing Company
3200 Fruit Ridge Ave. NW
Walker, Michigan 49544
Email: HrCommunications@challenge-mfg.com