

I. Challenge Manufacturing SMS Messaging Terms and Conditions

Effective Date: October 16, 2026

Challenge Manufacturing Company ("Challenge," "we," "our," or "us") offers text messaging services to employees, prospective employees, and other individuals with whom Challenge has a business, employment, or recruiting relationship.

II. Program Description

Challenge may use SMS text messaging to communicate regarding:

- Recruiting and hiring activities
- Interview scheduling and recruiting updates
- Employment-related communications
- Benefits, HR, payroll, and administrative notices
- Company announcements and employee updates
- Safety, operational, emergency, or business continuity notifications
- Other communications related to an individual's employment or potential employment with Challenge

Participation in the SMS messaging program may be required or optional depending on an individual's role, employment status, or relationship with Challenge.

III. Consent to Receive Messages

By providing a mobile phone number and electing or agreeing to receive SMS communications from Challenge, you consent to receive text messages from Challenge at the phone number provided.

Consent to receive text messages is not a condition of employment unless SMS communications are reasonably required to perform job duties associated with a particular position.

IV. Message Frequency

Message frequency varies. You may receive recurring messages based upon your interactions with Challenge, recruiting activity, employment status, business needs, emergencies, and company communications.

V. Message and Data Rates

Message and data rates may apply.

Charges are determined by your wireless carrier and your applicable mobile service plan.

VI. Opt-Out Instructions

To stop receiving SMS messages, reply STOP to any Challenge text message.

Upon receipt of a STOP request, Challenge will make reasonable efforts to remove you from the applicable messaging program. Certain legally required, emergency, safety-related, or operational communications may still be provided through other available communication methods.

VII. Help Instructions

For assistance, reply HELP to any Challenge text message or contact Human Resources at HR@challenge-mfg.com or (insert HR number).

VIII. Carrier Disclaimer

Carriers are not liable for any delayed or undelivered messages.

IX. Appropriate Use

Challenge SMS services are intended solely for legitimate business, employment, recruiting, and company communication purposes. Recipients may not use the service for unlawful, abusive, fraudulent, or harassing activity.

X. Changes

Challenge may modify these Terms and Conditions from time to time. Updated versions will be made available through appropriate company channels.

XI. Privacy Policy

Please review our SMS Privacy Policy located on our website.