Select Demo Services LLC.

Employee SMS Program for receiving daily texts for job assignment Privacy and Text Messaging Consent Form

Document 1

Privacy Policy

Effective Date: April 29, 2026 · Updated: November 17, 2026

> **Key Disclosures**
>
> **Select Demo Services does NOT sell, rent, lease, license, or otherwise share mobile opt-in data, mobile telephone numbers, or SMS message content with any third party or affiliate for marketing, promotional, advertising, or any other purpose.**
>
> Select Demo Services does NOT engage in affiliate marketing, third-party lead generation, or any form of commercial SMS messaging. The SMS program described in this policy is used solely for direct, internal communication between Select Demo Services and its own employees, subcontractors, foremen, on-site supervisors, and truck drivers regarding their daily job assignments.

Select Demo Services, LLC ("SDS", "we", "us", or "our") respects your privacy and is committed to protecting the personal information of our employees, subcontractors, and visitors to our website. This Privacy Policy explains what information we collect, how we use it, with whom (if anyone) we share it, and what rights you have regarding your information.

1. Scope of This Policy

This Privacy Policy applies to personal information collected by SDS in connection with:

- The **SDS Daily Schedule SMS Program**, which sends internal job-assignment text messages to our own workers, foremen, on-site supervisors, and truck drivers
- Visits to our website at www.SelectDemo.com
- Employment records and personnel files maintained in the ordinary course of business

2. Information We Collect

2.1 Information Collected Through the SMS Program

When you participate in our Daily Schedule SMS Program, we collect:

- **Your name**, as recorded in our employment or roster system
- **Your mobile telephone number**, provided by you during onboarding when you sign the SMS Consent Form

- **Job assignment information** — the specific job site, address, start time, and role you are assigned to on a given day
- **Message delivery metadata** — the date, time, recipient, delivery status (sent, failed, skipped), and content of each message sent, retained in our internal send log

2.2 Information Collected Through the Website

Our website at www.SelectDemo.com may automatically collect standard server-log information (such as IP address, browser type, pages visited, and referring URL) through cookies or similar technologies. This information is used solely for website operation and analytics purposes.

2.3 Information from Employment Records

In the ordinary course of our business, we also maintain employment-related information such as home address, emergency contacts, tax and payroll information, certifications, and work-history records. Handling of this information is governed by our internal Employee Handbook and applicable employment law, and is outside the scope of the SMS Program described in this policy.

3. How We Use Your Information

SDS uses information collected through the SMS Program ONLY to:

- Send you daily text messages informing you of your next-day job assignment, including the job site, address, start time, foreman, project manager, on-site supervisor, job type, and GC contact
- Send drivers their truck assignment, delivery address, and any specific delivery notes
- Send foremen and on-site supervisors a daily crew summary covering who was reached for that day's assignment
- Maintain an internal log of messages sent for operational record-keeping and to prevent duplicate messages
- Communicate with you regarding the SMS service itself (for example, replying to HELP requests)
- Comply with our legal obligations, including recordkeeping requirements under the Telephone Consumer Protection Act (TCPA)

SDS does NOT use SMS Program information for marketing, advertising, promotional communications, affiliate marketing, lead generation, or any purpose unrelated to the recipient's employment with SDS.

4. Information Sharing — We Do Not Share for Marketing

> **No data sharing with third parties or affiliates**
>
> Select Demo Services does NOT sell, rent, lease, license, share, or otherwise transfer mobile opt-in data, mobile telephone numbers, or SMS message content to any third party or affiliate for marketing, promotional, advertising, lead-generation, or any commercial purpose. This rule applies to all information collected through the SMS Program.

The only circumstances under which information collected through the SMS Program may be disclosed are:

- **Telecommunications carrier (Twilio).** To deliver your text message, our SMS service provider Twilio Inc. and your wireless carrier must process your mobile number and the message content. Twilio acts solely as our message-delivery vendor and is contractually prohibited from using your data for any other purpose. Twilio's handling of this information is governed by Twilio's Privacy Notice. *This is the only routine disclosure.*
- **Legal compliance.** We may disclose information if required by law, court order, subpoena, or other legal process, or if necessary to protect the rights, safety, or property of SDS, our employees, or others.
- **Successor entities.** In the event of a merger, acquisition, or sale of assets, information may be transferred to a successor entity, subject to the same protections set forth in this Policy.

5. How Long We Keep Your Information

We retain SMS send-log records for at least four (4) years from the date of send, consistent with TCPA recordkeeping best practices. Mobile telephone numbers are retained in our active roster for as long as you are enrolled in the SMS Program, and are removed within a reasonable period following your opt-out, termination of employment, or written request for deletion (subject to any legal retention requirements).

6. Your Rights and Choices

6.1 Opting Out of Text Messages

You may opt out of the SMS Program at any time by replying **STOP** to any text message you receive. You may also reply **CANCEL**, **UNSUBSCRIBE**, **END**, or **QUIT**. After opting out, you will receive one final confirmation message, after which you will not receive further messages from the SMS Program. Opting out does not affect your employment but may require you to receive assignment information by another method.

6.2 Accessing and Correcting Your Information

You may request access to information we maintain about you in connection with the SMS Program by contacting Raysa Mateo at (603) 386-2453. You may also request that we correct any inaccurate information.

6.3 Deletion

You may request deletion of your mobile telephone number and associated SMS records. We will honor deletion requests to the extent permitted by law and after satisfying any applicable retention obligations.

6.4 California Residents

If you are a California resident, you have additional rights under the California Consumer Privacy Act (CCPA) and California Privacy Rights Act (CPRA), including the right to know what personal information we have collected, the right to delete personal information, the right to correct inaccurate personal information, the right to opt out of sale or sharing (which we do not do), and the right not to be discriminated against for exercising these rights. To exercise these rights, contact Raysa Mateo at (603) 386-2453. **We confirm that we do not sell or share personal information within the meaning of the CCPA/CPRA.**

6.5 Other State Rights

Residents of other states (including New Hampshire, Massachusetts, Maine, and others) may have additional rights under state privacy laws. We will honor such rights in accordance with applicable law. To exercise any state-law privacy rights, please contact us using the information in Section 9.

7. Security

SDS maintains reasonable administrative, technical, and physical safeguards to protect personal information against unauthorized access, disclosure, alteration, or destruction. Access to the SMS roster and send log is limited to authorized personnel.

8. Children's Privacy

The SMS Program is intended for adult employees and subcontractors of SDS. We do not knowingly collect information from individuals under the age of sixteen (16). If we learn that we have collected such information, we will delete it promptly.

9. Contact Us

For questions or concerns about this Privacy Policy, or to exercise any of your rights, contact:

Select Demo Services, LLC

Attention: Human Resources — Raysa Mateo

40 Lowell Road, Salem, NH 03079

Phone: (603) 386-2453

Main Office: (603) 401-0119

Website: www.SelectDemo.com

10. Changes to This Policy

We may update this Privacy Policy from time to time to reflect changes in our practices, technology, or applicable law. We will post the updated policy at www.SelectDemo.com/privacy with a revised Effective Date. Material changes will be communicated to enrolled workers through the SMS Program, by email, or during onboarding or safety meetings.

Effective Date: April 29, 2026 · **Updated:** November 17, 2026

Document 2

SMS Terms & Conditions

Effective Date: April 29, 2026 · Updated: November 17, 2026

> **Internal Workforce Use Only**
>
> **The SDS Daily Schedule SMS Program is a direct, business-to-employee internal communication system.** It is used solely for sending daily job-assignment information to our own employees, subcontractors, foremen, on-site supervisors, and truck drivers. The Program does NOT involve marketing, advertising, promotional content, affiliate marketing, third-party lead generation, or any commercial messaging. Mobile opt-in data is never shared, sold, or licensed to third parties or affiliates for any purpose.

These Terms & Conditions ("Terms") govern your participation in the Select Demo Services Daily Schedule SMS Program (the "Program"). By providing your mobile telephone number and signing the SDS Worker SMS Consent Form during your onboarding, you agree to these Terms.

1. Program Description

The Program sends text messages to enrolled SDS workers, foremen, on-site supervisors, and truck drivers informing them of their next-day job assignments. A typical message includes the job name, job address, start time, general contractor, foreman, project manager, supervisor, job type, and GC contact. **Messages contain only operational job information. They contain no marketing, advertising, or promotional content.**

2. Consent

By enrolling in the Program — by providing your mobile number to SDS and executing the Worker SMS Consent Form during onboarding — you expressly consent to receive recurring text messages from SDS at the mobile number you provided. You represent that the mobile number you provided is yours and that you are authorized to receive text messages at that number. **Consent is given directly to SDS and is specific to this Program. It is not bundled into a general agreement and may not be transferred or assigned to any third party.**

3. Message Frequency

You will typically receive **one (1) text message per work day** from the Program. On some days you may receive additional messages if your assignment changes or you are assigned to multiple jobs. Frequency varies based on the company's project schedule and your assignments.

4. Message and Data Rates

> **Msg & data rates may apply.**
>
> Standard message and data rates charged by your wireless carrier may apply to text messages sent or received through this Program. Consult your wireless carrier plan for details. SDS is not responsible for any carrier charges incurred in connection with the Program.

5. Opting Out

You may cancel the Program at any time. To stop receiving messages, reply to any Program message with any of the following words:

- **STOP**
- **CANCEL**
- **UNSUBSCRIBE**
- **END**
- **QUIT**

After you send one of these words, you will receive one final confirmation message, after which you will not receive further messages from the Program. To resume receiving messages, text **START** to the same number, or contact Raysa Mateo at (603) 386-2453.

Note: Opting out of the SMS Program does not affect your employment with SDS. However, you will need to obtain your daily assignment information by another method (for example, by phone call, in person, or from your supervisor).

6. HELP and Support

For help or questions about the Program, reply **HELP** to any Program message, or contact Raysa Mateo, Human Resources, at (603) 386-2453.

7. Privacy and Data Sharing

SDS does not sell, rent, lease, license, or share your mobile opt-in data, mobile telephone number, or SMS message content with any third party or affiliate for marketing, promotional, advertising, lead-generation, or any other purpose. Information collected through the Program is handled in accordance with the SDS Privacy Policy, which is incorporated into these Terms by reference. Please review the Privacy Policy at www.SelectDemo.com/privacy.

8. Supported Carriers

The Program is available on major U.S. wireless carriers, including but not limited to AT&T, Verizon Wireless, T-Mobile, U.S. Cellular, and their MVNO partners. SDS does not guarantee the Program will be available on every wireless carrier or that every message will be delivered. Delivery may be affected by network availability, handset compatibility, and other factors outside our control.

9. No Warranty; Limitation of Liability

The Program is provided "as is" and "as available." SDS does not warrant that messages will be delivered on time, in full, or at all. To the maximum extent permitted by law, SDS disclaims all warranties, express or implied, and shall not be liable for any direct, indirect, incidental, special, consequential, or exemplary damages arising from or related to your participation in the Program. You remain responsible for confirming your daily assignment through normal workplace channels if you have any doubt about a message's accuracy or delivery.

10. Changes to These Terms

SDS may modify these Terms from time to time. Material changes will be posted at www.SelectDemo.com/sms-terms with a revised Effective Date.

11. Governing Law

These Terms are governed by the laws of the State of New Hampshire, without regard to its conflict of laws principles. Any dispute arising out of or relating to these Terms or the Program shall be brought in the state or federal courts located in Rockingham County, New Hampshire.

12. Contact

Select Demo Services, LLC

40 Lowell Road, Salem, NH 03079

Main: (603) 401-0119

HR: Raysa Mateo — (603) 386-2453

Website: www.SelectDemo.com

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Document 3

Worker SMS Consent Form

For inclusion in the employee onboarding packet. A signed copy must be retained in the employee's HR file as evidence of express written consent for the SMS Program.

I hereby consent to receive recurring text messages from **Select Demo Services, LLC** ("SDS") at the mobile telephone number I provide below, regarding my daily job assignments and related workplace communications (the "SDS Daily Schedule SMS Program"). My consent is given directly to SDS and is specific to this Program.

I acknowledge and agree that:

- I will typically receive **approximately one (1) text message per work day**, and may receive additional messages when my assignment changes or I am assigned to multiple jobs.
- Messages will contain **only operational job information** (job site, address, start time, foreman, supervisor, job type, etc.) and **will not contain any marketing or promotional content**.
- **Message and data rates may apply.** My wireless carrier's standard rates will apply to messages I send or receive, and SDS is not responsible for any such carrier charges.
- I may opt out at any time by replying **STOP**, **CANCEL**, **UNSUBSCRIBE**, **END**, or **QUIT** to any message, or by contacting Human Resources.
- I may request help by replying **HELP** to any message or contacting Raysa Mateo at (603) 386-2453.
- My consent is **not a condition of continued employment** with SDS. If I do not consent or I later opt out, I will receive my daily assignment information by another method.
- **SDS will not sell, rent, lease, license, or share my mobile telephone number or any message content with any third party or affiliate for marketing, promotional, or advertising purposes.** The only routine sharing is with our SMS service provider (Twilio Inc.) and the wireless carriers needed to deliver the message.
- The mobile number I provide is my own, or I am otherwise authorized to receive text messages at that number.
- My information will be handled in accordance with the SDS Privacy Policy and SMS Terms & Conditions, available at www.SelectDemo.com/privacy and www.SelectDemo.com/sms-terms, which I have had the opportunity to review.
- Signing this form constitutes my express written consent for purposes of the Telephone Consumer Protection Act (TCPA) and any applicable state law.

Worker Information

Full Legal Name: _____

Mobile Phone Number: _____

Wireless Carrier (e.g., Verizon, AT&T): _____

Employee ID / Division: _____

Signature

Signature: _____

Printed Name: _____

Date: _____

HR Use Only

Entered into Roster by: _____

Date Entered: _____

Test message sent & confirmed (Y/N): _____

Retain the original signed form in the employee's HR file. Provide a copy to the employee upon request.