

# Teachout Security Solutions

## SMS Usage & Privacy Policy

Effective Date: February 24, 2026

### 1. SMS Program Description

Teachout Security Solutions uses SMS/text messaging as part of its recruitment and hiring operations. Our authorized representatives — including recruiters and hiring managers — may send text messages to individuals who have submitted employment applications or expressed interest in open positions.

The purpose of these messages is solely to:

- Follow up on submitted job applications
- Communicate open position details including location, schedule requirements, and qualifications
- Conduct initial screening conversations related to background, availability, and eligibility
- Coordinate next steps in the hiring process, such as interviews or onboarding instructions

### 2. How We Obtain Your Phone Number & Consent

Teachout Security Solutions obtains mobile phone numbers directly from applicants during verbal communication — typically during an initial phone call or inquiry about open positions. By providing your mobile phone number to a Teachout Security Solutions representative and confirming your interest in receiving follow-up information about employment opportunities, you are providing consent to receive SMS communications related to your application.

You are not required to receive SMS messages to be considered for employment. If you do not wish to receive texts, please notify the representative during your call.

### 3. Types of Messages You May Receive

All SMS messages sent by Teachout Security Solutions will relate directly to employment and hiring. Examples include:

- Initial recruiter outreach following an application submission
- Pre-screening questions regarding background, availability, licensing, and eligibility
- Position details such as work location, shift requirements, and compensation
- Interview scheduling and reminders
- Onboarding instructions and next steps for new hires

### 4. Message Frequency

Message frequency varies based on your stage in the hiring process and your responses. You may receive multiple messages in a single conversation thread if you are actively engaged in the screening or onboarding process. We will not send unsolicited promotional or marketing messages.

## **5. Message & Data Rates**

Standard message and data rates may apply depending on your mobile carrier and service plan. Teachout Security Solutions is not responsible for any charges incurred through your mobile carrier.

## **6. Opt-Out Instructions**

You may opt out of receiving SMS messages from Teachout Security Solutions at any time by replying STOP to any message. Upon receipt of your opt-out request, we will send a final confirmation message and will not send further SMS communications unless you re-engage or re-initiate contact.

You may also contact us directly to request removal from our SMS communications list.

## **7. How We Use Your Information**

We use the information collected — including your name, phone number, and responses to screening questions — solely for the purposes of evaluating your application and facilitating the hiring process. We do not use this information for marketing, advertising, or any purpose unrelated to your employment inquiry.

## **8. PII & Data Sharing**

We do not sell, share, or rent your Personally Identifiable Information (PII) to third parties for marketing or promotional purposes.

If information is shared with third-party service providers, it is used only to support delivery of services, including:

- SMS messaging infrastructure and delivery platforms
- Applicant tracking and HR systems
- Background check service providers (with your separate consent)

No mobile phone number or SMS opt-in data will be shared with third parties or affiliates for marketing or promotional purposes. SMS opt-in consent data will not be shared with any third party under any circumstances.

## **9. Data Security**

We use appropriate technical and organizational safeguards to protect your information from unauthorized access, loss, misuse, alteration, or disclosure. Access to applicant contact information is limited to authorized Teachout Security Solutions personnel involved in the hiring process.

## **10. Your Rights**

Depending on your location, you may have the right to:

- Access the personal data we hold about you
- Request corrections to inaccurate or incomplete information
- Request deletion of your personal data
- Opt out of SMS communications at any time by replying STOP

To exercise any of these rights, please contact us at [info@teachoutsecurity.com](mailto:info@teachoutsecurity.com).

## **11. Help & Customer Support**

For help or questions regarding SMS messages from Teachout Security Solutions, reply HELP to any message, or contact us directly:

Email: [info@teachoutsecurity.com](mailto:info@teachoutsecurity.com)

## **12. Changes to This Policy**

We may update this SMS Privacy Policy at any time. Changes will be posted on our website with an updated effective date. Continued engagement with our SMS program after changes are posted constitutes acceptance of the revised policy.

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