

## CARDINAL POINT RECRUITING SMS PROGRAM

# SMS Terms and Conditions

*Recruiting and hiring text-message program*

**Effective Date: August 4, 2026**

Cardinal Point Homeland Security Group, Inc.{CPHSG} operates this program using the public-facing sender name Cardinal Point Homeland Security Group, Inc. These Terms explain the rules that apply when you choose to receive recruiting and hiring text messages from us.

## 1. Program Description

The CPHSG recruiting SMS program provides recurring SMS and MMS conversational messages about:

- Job opportunities and positions that may match your interests.
- Application acknowledgments, status updates, and recruiter follow-up.
- Interview scheduling, confirmations, reminders, and rescheduling information.
- Hiring, clearance, compliance, and document-completion reminders that do not reveal sensitive results.
- New Hire Orientation, onboarding, training, and first-day information.
- Responses to candidate questions and other recruiting-related support.

## 2. Enrollment and Consent

By opting in to receive SMS messages from CPHSG, you agree to receive conversational messages.

By checking the separate SMS consent box and submitting your mobile number through the CPHSG Recruiting Text Consent page, or through another CPHSG form that displays the complete SMS disclosure, you expressly consent to receive conversational recruiting and hiring messages from CPHSG. Messages may be sent using automated technology.

Consent is not a condition of applying for a job, receiving employment consideration, accepting an offer, or being hired.

Merely entering a phone number on a job application does not enroll you in recurring text messages. A separate affirmative SMS opt-in is required.

By providing your mobile number, you confirm that you are authorized to receive messages at that number and understand that consent is not required to obtain services.

## 3. Message Frequency

By opting in to receive SMS messages from CPHSG, you agree to receive conversational messages related to your interactions with us.

Message frequency: Message frequency may vary. On average, 1-2 messages per month.

Message and data rates: Message and data rates may apply.

Opt out: Reply STOP to cancel SMS messages at any time.

Help: Reply HELP for help.

Consent to receive SMS messages is not a condition of purchase or service.

## 4. Message and Data Rates

Message and data rates may apply under your mobile carrier plan. CPHSG does not charge a separate fee to participate in the program.

## 5. How to Opt Out

You may stop recruiting text messages at any time by replying with any of the following words: STOP, QUIT, END, REVOKE, OPT OUT, CANCEL, or UNSUBSCRIBE. We will also honor any other clear message that reasonably communicates that you no longer want texts.

You may also opt out by calling us or emailing us using the contact information below. We will honor clear opt-out requests received by text, email, telephone, letter, or another communication channel.

After a text-message opt-out, you may receive one final message confirming that you will receive no further recruiting texts. To subscribe again, submit a new consent form or reply START when that option is available.

## 6. HELP and Customer Support

By providing your mobile number, you agree to receive conversational messages from CPHSG.

- Message frequency may vary. On average, 1-2 messages per week.
- Message and data rates may apply.
- Reply **STOP** to opt out at any time.
- Reply **HELP** for assistance.
- For additional help, reply to any message from CPHSG to contact our team.

To reach directly call 267.536.2020 or email [hr@cphsecuritygroup.com](mailto:hr@cphsecuritygroup.com).

## 7. Privacy

We handle information collected through this program as described in our SMS Privacy Policy:

**SMS Privacy Policy:** <https://cphsecuritygroup.com/sms-privacy-policy/>

## 8. Do Not Send Sensitive Information by Text

Do not send Social Security numbers, full dates of birth, government-identification images, I-9 documents, background-check reports, drug or medical test results, banking information, passwords, or other sensitive information by SMS or MMS. CPHSG may direct you to a secure portal, secure email process, e-signature platform, or another protected method.

## 9. Delivery and Carrier Availability

Wireless carriers do not guarantee that messages will be delivered. CPHSG and participating carriers are not responsible for delayed, blocked, incomplete, or undelivered messages caused by carrier networks, device settings, service interruptions, or third-party systems. Carriers are not liable for delayed or undelivered messages.

## 10. Changes to These Terms

We may update these Terms to reflect changes to the program, our practices, technology, or applicable requirements. The updated effective date will appear at the top of this document. Material changes will be posted on our website before or when they take effect.

## 11. Contact Us

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**Recruiting Text Consent:** <https://cphsecuritygroup.com/recruiting-text-consent/>

If you send us a message through this website, we provide a clear way for you to contact us about your message. You may use the contact method made available on the website to ask questions, request assistance, or follow up regarding a message you have sent.