

## SMS Texting Terms

The SMS Texting add-on is designed to facilitate communication between employers/recruiters and candidates who have applied to their job listings within our Applicant Tracking System (ATS). It is intended for professional and legitimate use only.

### 1. User Responsibility

Users of the SMS Texting add-on are solely responsible for the content and nature of the messages they send. This includes ensuring compliance with all applicable laws, regulations, and ethical standards. Any misuse or abuse of this tool will not be tolerated.

### 2. Prohibited Activities

The following activities are strictly prohibited when using the SMS Texting add-on:

- Sending unsolicited or spam messages.
- Harassment, bullying, or any form of abusive communication.
- Transmitting malicious software or links.
- Any activity that violates candidates' privacy or infringes upon their rights.
- The use of any deceptive practices including but not limited to: impersonating others, false advertising, phishing, data harvesting, etc.

When sending text messages using the feature, you agree to clearly identify yourself, your organization, and the purpose of the message.

### 3. Account Suspension and Termination

We reserve the right to suspend or terminate the accounts of any users found in violation of these terms of use, or engaged in misuse or abuse of the SMS Texting tool, without prior notice. This action will be taken to protect the integrity of our platform and our user community.

### 4. No Liability

Our company shall not be liable for any damages, losses, or legal consequences resulting from the misuse of the SMS Texting add-on by our users. Users are solely responsible for their actions when using this feature.

### 5. Compliance with Laws

By using the SMS Texting add-on you agree to comply with all applicable privacy, consumer protection, and anti-spam laws in your jurisdiction. This includes laws such as the E.U Directive of Privacy and Electronic Communications, the Privacy and Electronic Communications (EC Directive) Regulations 2003, the Telephone Consumer Protection Act (TCPA), and the Canada



Anti-Spam Law (CASL). You are responsible for ensuring that your use of the Feature does not violate these laws.

## **6. Consent and Opt-In**

You should only send text messages to candidates who have given their consent to receive such messages, where required by law. It is your responsibility to understand and comply with local opt-in mechanisms, such as obtaining consent when a candidate provides their number via an application form. IdealTraits is not responsible for your failure to meet legal requirements.

## **7. Unsubscribing**

You are not allowed to send messages to individuals who have opted out or objected to receiving messages from you or any other sender.

## **8. General Terms**

These terms constitute the entire agreement between you and IdealTraits regarding the SMS Texting add-on feature and supersede all prior agreements. If any part of these Terms is found to be invalid or unenforceable, the remaining provisions will remain valid and enforceable.