



Notice of Privacy Information Practices – SMS Communications & 10DLC Compliance

This notice outlines how our organization collects, uses, and protects Personally Identifiable Information (PII) and Protected Health Information (PHI) in compliance with HIPAA and 10DLC regulations for SMS communications.

SMS terms: NLCS offers you the option to engage in SMS text conversations about your job application. By participating, you also understand that message frequency may vary depending on the status of your job application, and that message and data rates may apply. Please consult your carrier for further information on applicable rates and fees. Carriers are not liable for delayed or undelivered messages. Reply STOP to cancel and HELP for help.

By opting-in to receiving SMS text messages about your job application, you acknowledge and agree that your consent data, mobile number, and personal information will be collected and stored solely for the purpose of providing you with updates and information related to your job application. No mobile information will be shared with third parties/affiliates for marketing/promotional purposes. All the above categories exclude text messaging originator opt-in data and consent; this information will not be shared with any third parties.