

Employee Text Message Consent Form Rev. 2026-11-01

Formulario de consentimiento para mensajes de texto del empleado

PROGRAM: ZLM OUTDOOR LIVING TEAM ALERTS

ZLM Services LLC dba ZLM Outdoor Living ("ZLM") will send work-related text messages (SMS/MMS/RCS) to employees at the mobile number below. Messages include:

- Time-clock reminders, for example when you appear to have forgotten to clock out in Gusto
- Confirmations of time-record corrections (you may reply with your actual clock-out time; a manager reviews it before any change)
- Schedule, job and shop operational notices

ZLM enviará mensajes de texto relacionados con el trabajo: recordatorios del reloj de tiempo (por ejemplo, si olvidó marcar la salida en Gusto), confirmaciones de correcciones de horas, y avisos de horarios, trabajos y operaciones.

IMPORTANT DETAILS

- **Message frequency varies** (typically up to 10 messages per week). *La frecuencia varía (normalmente hasta 10 por semana).*
- **Msg & data rates may apply.** *Pueden aplicarse tarifas de mensajes y datos.*
- Reply **HELP** for help, or call (810) 213-8010 / email office@zlmoutdoorliving.com. *Responda HELP para ayuda.*
- Reply **STOP** to opt out at any time. *Responda STOP para cancelar en cualquier momento.*
- This form is part of ZLM's hiring paperwork. You can still reply **STOP** at any time; you are then responsible for getting work information from Gusto, Jobber or your supervisor. No marketing messages are sent. Your number is not shared with third parties for marketing. *Este formulario es parte de la documentación de contratación. Puede responder STOP en cualquier momento.*
- Terms: docs.zlmoutdoorliving.com/terms.html · Privacy Policy: docs.zlmoutdoorliving.com/privacy.html

☐ I agree to receive work-related text messages from ZLM Outdoor Living Team Alerts at the mobile number below. I understand message frequency varies, Msg & data rates may apply, and I can reply HELP for help and STOP to opt out at any time.

Acepto recibir mensajes de texto relacionados con el trabajo de ZLM Outdoor Living al número móvil indicado abajo.

Employee name (print) / Nombre del empleado

Mobile phone number / Número de celular

Date / Fecha

Employee signature / Firma del empleado

After you sign, ZLM will text you a confirmation: "ZLM Outdoor Living Team Alerts: You're signed up for work texts. Msg frequency varies. Msg & data rates may apply. Reply HELP for help, STOP to opt out."

This form may be signed on paper or electronically (e.g. through ZLM's HR/payroll system). Signed forms are kept on file by ZLM as proof of consent. · **Form version dated November 1, 2026**