



August 20, 2026

EMPLOYEE STAFFING SMS TERMS AND CONDITIONS

These Terms and Conditions govern participation in the DeRuosi Nut Employee Staffing SMS Program. By expressly opting in, an employee agrees to receive operational staffing messages under these Terms. Participation is voluntary.

Program Description

The DeRuosi Nut Employee Staffing SMS Program provides current employees with operational staffing communications. Messages may include weekly schedules, shift assignments, department or work area assignments, start and end times, scheduled days off, schedule changes, corrections, urgent harvest staffing notices, and requests to confirm receipt.

Eligibility and Consent

The program is available only to current DeRuosi Nut employees who provide a valid mobile telephone number and expressly consent through DeRuosi Nut's written employee consent process. Consent applies only to staffing and related operational communications from DeRuosi Nut.

Participation in the SMS program is not a condition of employment. Employees who do not consent, or who withdraw consent, receive scheduling information through existing manager communication methods. Employees are responsible for providing accurate contact information and notifying DeRuosi Nut when their mobile number changes or is reassigned.

Message Frequency

Message frequency varies according to published schedules, operational needs, employee confirmations, schedule corrections, and harvest conditions. Employees may receive recurring messages when a new schedule is issued or when an existing schedule changes.

Message and Data Rates

Message and data rates may apply according to the employee's mobile service plan. DeRuosi Nut does not charge a fee to enroll in or receive messages from the program. Employees should contact their mobile carrier with questions about their service plan.

Employee Responses and Confirmation

Employees may be asked to acknowledge a new or changed schedule by replying CONFIRM, YES, or SI. An acknowledgment confirms receipt of the message. It does not prevent the employee from promptly contacting a department manager or Scheduling Supervisor about an error, conflict, absence, accommodation request, or other scheduling concern.

Opting Out

Employees may opt out of automated SMS messages at any time by replying STOP. DeRuosi Nut may send one final message confirming the opt out. After opting out, the employee will no longer receive automated staffing texts unless the employee later provides new consent through an approved enrollment method.

Opting out does not change an employee's responsibility to obtain and review work schedule information through the communication method provided by the employee's manager.

Help and Support



August 20, 2026

Employees may reply with HELP for assistance. Employees may also contact their department manager or Scheduling Supervisor, or call DeRuosi Nut at 209 838 8307. For an immediate scheduling question, the employee should contact the appropriate manager directly rather than rely solely on an SMS response.

Language Preference

Messages may be sent in English or Spanish according to the language preference recorded in the Employee Master List. Employees should notify their department manager or Scheduling Supervisor to request a change in language preference.

No Marketing Messages

The program is limited to employee staffing and related operational communications. DeRuosi Nut will not use this program to send advertising, promotional offers, or third-party marketing content.

Delivery and Mobile Carriers

Delivery of SMS messages depends on mobile carrier networks, device availability, and other systems outside DeRuosi Nut's control. Messages may be delayed or may not be delivered. Mobile carriers are not liable for delayed or undelivered messages. Employees should contact their manager when a schedule is expected but has not been received or when a message appears incomplete or incorrect.

Privacy

DeRuosi Nut handles mobile information and messaging records according to the DeRuosi Nut Employee Staffing SMS Privacy Policy. Mobile telephone numbers, SMS consent records, and SMS opt in data will not be sold or shared with third parties or affiliates for marketing or promotional purposes.

Relationship to Workplace Policies

These Terms govern only the SMS communication program. They do not replace DeRuosi Nut workplace policies, manager instructions, timekeeping requirements, wage and hour obligations, approved leave procedures, safety requirements, or any other applicable employment rule or agreement.

Program Changes or Termination

DeRuosi Nut may modify, suspend, or discontinue the SMS program or these Terms when operational, technical, legal, or business needs change. Updated Terms will display a revised effective date and will be made publicly available. When required, DeRuosi Nut will provide notice or obtain updated consent before materially changing the types of messages covered by an employee's consent.

Contact Information

Questions about these Terms or the Employee Staffing SMS Program may be directed to an employee's department manager or Scheduling Supervisor, or to:

DeRuosi Nut
25055 Arthur Road
Escalon, California 95320
Telephone: 209 838 8307
Email: walnuts@deruosinut.com