PRO ROUTE LLC

E-Signature Disclosures and Consent

Consent to Receive, Review, Access, Sign, and Authenticate Documents Electronically

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Effective Date: August 2026

1. Purpose

Pro Route LLC ("the Company") uses electronic records and electronic signatures in connection with its employment application, onboarding documents, policy acknowledgments, corrective action forms, payroll authorizations, and other employment related documents (together, the "Documents"). This disclosure explains your rights when you agree to receive, review, access, sign, and authenticate Documents electronically, consistent with the federal Electronic Signatures in Global and National Commerce Act (E-SIGN) and the Pennsylvania Electronic Transactions Act.

2. Your Consent

By signing electronically where indicated on the employment application, you consent to conduct the transactions described above by electronic means. You agree that your electronic signature and electronic initials are valid, binding, and enforceable to the same extent as a handwritten signature, and that the Company may create and retain paper or digital copies of any Document you sign or initial electronically.

3. Hardware and Software Requirements

To access and retain electronic Documents you will need: a device (computer, tablet, or smartphone) with internet access; a current web browser; a valid personal email address that you check regularly; and software capable of viewing PDF files. If these requirements change in a way that creates a material risk that you cannot access your Documents, the Company will notify you.

4. Requesting Paper Copies

You may request a free paper copy of any Document you signed electronically by contacting the Company at the contact listed in Section 8. The Company will provide the copy within a reasonable time.

5. Withdrawing Your Consent

You may withdraw your consent to receive Documents electronically at any time by written notice to the Company. Withdrawing consent does not affect the validity of Documents you signed electronically before the withdrawal. After withdrawal, Documents will be provided to you on paper, which may slow down parts of the hiring or onboarding process.

6. Keeping Your Contact Information Current

You are responsible for providing the Company with a current email address and for promptly notifying the Company of any change to your email address or phone number.

7. Retention

You should print or save a copy of every electronic Document for your records. The Company retains signed Documents in accordance with its record retention practices and applicable law.

8. Contact

Pro Route LLC, Philadelphia, Pennsylvania. Email: [HR CONTACT EMAIL]. Phone: [PHONE].

9. Acknowledgment

By signing the employment application electronically, I acknowledge that I have read and understood this E-Signature Disclosures and Consent, that I can access documents in electronic form, and that I consent to the use of electronic records, electronic initials, and electronic signatures as described above.

Applicant Name (print): _____

Signature: _____

Date: _____