



Notice of Employment and Candidate Personal Information

This notice is to assist you with understanding how and what personal information Aeronet Worldwide collects in the course of employment or candidacy.

What does Aeronet do with the personal information of the Associate or Candidate?

All personal information is for employment purposes only. The information is not sold to third parties.

What personal information is collected for employment purposes?

- Full Name, including middle
- Address with ZIP Code
- Birthdate
- Gender
- Social Security Number
- Dependent and Beneficiary data as listed above
- *Aeronet does not use biometric information or geolocation data*

Below are the categories of personal information that Aeronet will collect from an associate of candidate:

Category	Examples	Collected
Identifiers	A real name, alias, postal address, telephone number unique personal identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.	Yes
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, address, telephone number, passport number, driver's license or state identification card number, education, employment, employment history, bank account number or any other financial information, medical information or health insurance information. Some personal information included in this category may overlap with other categories.	Yes



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Category	Examples	Collected
Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status.	Yes
Commercial information	Records of personal property, products or services purchased – obtained or considered – or other purchasing or consuming histories or tendencies.	No
Biometric information	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information – such as fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns – and sleep, health, or exercise data.	No
Internet or other similar network activity	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	Yes
Geolocation data	Physical location or movements.	No
Sensory data	Audio, electronic, visual, thermal, olfactory, or similar information.	No
Professional or employment-related information.	Current or past job history or performance evaluations.	Yes
Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	No
Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	No



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For what business purposes is this information used?

Use of Personal Information

- We may use or disclose the personal information we collect for one or more of the following business purposes:
 - Payroll provider: recordkeeping per federal, state, and IRS for payroll law and regulation purposes
 - COBRA administration purposes only
 - Health insurance carriers and brokers: for member health services and administrative purposes only
 - Third party administrators: for benefit options such as 401(k), supplemental health, employee assistance programs, background check systems, E-Verify, and worker's compensation
 - Federal TSA: for STA number receipt – name, address, prior address up to 7 years
 - As described to you when collecting your personal information, or as otherwise set forth in the CCPA

We will not collect additional categories of personal information or use the personal information we collected for materially different, unrelated, or incompatible purposes.

In the preceding twelve (12) months, we have disclosed the following categories of personal information for a business purpose:

- Category A: Identifiers
- Category B: California Customer Records personal information categories
- Category C: Protected classification characteristics under California or federal law
- Category I: Professional or employment-related information

We disclose your personal information for a business purpose to the following categories of third parties:

- Service providers
- Third parties to whom you or your agents authorize us to disclose your personal information in connection with benefits and employment

In the preceding twelve (12) months, we have not sold any personal information.

Changes to our Privacy Notice:

- We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will notify you by email or through a notice on our website.

Should you have further inquiries concerning the collection of personal information, please contact Human Resources at:

Phone: (800) 552-3869 ext. 317
E-mail: LThompson@Aeronet.com
Mail: Attention Human Resource Department
42 Corporate Park, Suite 150
Irvine, CA 92606