

McGee Applicant Privacy Policy

Effective Date: February 24, 2026

McGee Air Services and its affiliated companies (collectively, “**McGee**”, “**we**” or “**us**”) provides this privacy policy to explain our data practices for the information we collect from you as a job applicant. McGee will process your personal information as described in this Applicant Privacy Policy (“**Policy**”) and will be responsible for complying with applicable data protection laws. Note that if you are later employed by McGee, your employment information will be governed by a separate team member privacy policy.

Scope of the Policy

The Policy is designed to cover the personal information that we collect, use, and disclose in connection with processing your application for employment with us. When we refer to “personal information,” we mean information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you or is otherwise defined or regulated as personal information under applicable laws or regulations. This includes information that directly identifies you (e.g., your name, social security number, or other government-issued identifier), but also includes information which we may have linked to those identifiers (e.g., your date of birth, telephone number, or employment history, all of which we may have linked to your name).

We may de-identify personal information so that it is non-personal. We maintain and use de-identified data without attempting to re-identify it, except where permitted by applicable law, such as to determine whether our de-identification process satisfies legal requirements. We will treat de-identified information as non-personal to the fullest extent allowed by applicable law.

Please note that we may utilize a careers portal that is operated by a third party, in which case your use of the careers portal will be subject to the third party’s privacy practices as disclosed on the portal.

Personal Information We Collect

When you apply for a job with McGee, we will ask you to provide us with personal information about yourself so we can evaluate your application. We may ask for additional personal information if we extend you a conditional offer of employment. If you do not provide us with this information, our ability to consider you as a candidate may be limited. You may also provide us with your personal information that we have not specifically requested, for example your resume may include information about your hobbies or social preferences. You are solely responsible for determining the extent of information that you provide to us, and all information you provide is done so voluntarily and with your consent.

In addition to the personal information we collect directly from you, we may also collect personal information about you from publicly available information about you (which may

include information you post publicly to social media websites), automatically when you use our application portal, and sometimes from third parties.

Personal information we collect from you may include:

- Basic personal details (for example, your name);
- Contact details (for example, your telephone number, email address or mailing address)
- Employment details (for example, your employment background including current or previous employers, job titles, work experience, or salary);
- Professional details (for example, preferred work location(s), willingness to relocate, immigration status);
- Education information (for example your level of schooling, degrees, certificates, or transcripts);
- Background information, where relevant to your application and permitted under applicable law (for example employment references, driver's license and driving history, or criminal background screenings, which we will only request if we extend you a conditional offer of employment and only when applicable and permitted by law);
- Financial information, where relevant to your application and permitted under applicable law (for example salary, tax information, benefits or company allowances);
- Audio/visual information (for example, video recordings taken by our security systems when you visit on-site for an interview, or video recordings of interviews conducted remotely online);
- Travel information, such as your travel itinerary, when you travel to a McGee location for an interview;
- Any other information in your application that you elect to share with us (for example your LinkedIn profile or other social media you may choose to share with us, or your hobbies or other interests).

In addition:

- We may ask you to provide sensitive personal information regarding race, ethnicity, gender or disability for the purposes of addressing our legal obligations, and for equal opportunity, diversity, and inclusion initiatives; however, you are not required to provide this information and if you do provide such information, it will not be considered in the hiring or selection process.
- If you have a disability and want us to consider an accommodation, you should feel free to raise this during the recruitment process; however, you are not required to do so and any such information you do provide will only be used in connection with providing you an accommodation and will not be considered in the hiring or selection process.
- Note that for certain roles we may require that you pass a physical fitness test as a condition of employment. We may ask you, before taking such a test, if you have been advised by a medical professional not to undertake physical exertion at that time. Any information you provide us, or that we collect in connection with such testing, will be used solely in connection with your application and for no other purpose.

- McGee does not require that applicants disclose sensitive personal information regarding religion, sexual orientation or political affiliation. To the extent that you do provide us with such information, you expressly consent and authorize us to handle such information in accordance with this Privacy Policy and applicable law.

Information Collected Automatically

We, our service providers, and/or other third parties may automatically collect and/or store certain information when you visit or interact with our employment application portal or otherwise online as a job applicant (“**Usage Information**”). This Usage Information may be stored and/or accessed from your computer, tablet, mobile phone, or other device whenever you visit or interact with the employment application portal. Usage Information may include, but is not limited to:

- Your IP address, mobile device identifier and other unique identifiers;
- Device information, including device model, operating system version, device date and time, mobile network information;
- Geolocation of your device;
- How you use and interact with the employment application portal, including pages you visit within the portal, content you view, and your preferences;
- The URL or job advertisement that referred you to our employment application portal.

Usage Information may be collected through the use of the following technologies:

- **Cookies and Local Storage.** Cookies and local storage are data files placed within a browser on a device when it is used to visit the employment application portal. Certain web browsers and browser add-ons may provide additional local data storage mechanisms. Cookies and local storage can be used for a variety of purposes, including to store a unique identifier for your device that recognizes your device as you visit the employment application portal or other websites or online services, and to remember your preferences. Additionally, most browsers provide you with the ability to disable, decline, or clear cookies and local storage; please check your browser’s settings for further information. However, if you disable cookies you may find this affects your ability to use certain parts of the employment application portal. For more information about cookies, please visit <https://www.aboutcookies.org>.
- **Google Analytics.** We use Google Analytics, which uses cookies and similar technologies to collect and analyze data to help us understand how the Site is used and report on activities and trends. This service may also collect data about the use of other websites, apps, and online services. You can learn about Google's practices and opt out of them by downloading the Google Analytics opt-out browser add-on.

Information from Third Party Careers Portals and Other Third Parties

We may receive information about you from third party careers portals, for example when you apply to one of our job postings through that portal. The information we receive is subject to

this Privacy Policy. The information collected and stored by the third-party careers portal remains subject to its privacy policy.

We may also receive information about you from other third parties, such as third-party background checking companies, sources of publicly available information, and individuals or entities whose information you provide to us as employment references.

How We Use Your Personal Information

We use the information collected from or about you, including personal information and usage information, as disclosed in this privacy policy, including:

- Evaluating your application - including assessing your skills, qualifications, and interests.
- Verifying your information and carrying out employment, background, and reference checks, where applicable (subject to your consent where required by applicable law).
- Communicating with you about the recruitment process and the status of your application.
- Keeping records related to our hiring processes.
- Creating and submitting reports as required by applicable laws or regulations.
- Complying with our legal, regulatory, or other corporate governance requirements.
- Analyzing and improving our application and recruitment process.
- Complying with applicable laws, regulations, legal processes, or enforceable government requests.
- To protect the rights and property of McGee, other job applicants, employees, or the public, as required or permitted by law.
- Gauging your interest in and engagement with our job postings (we may also use information collected for this purpose as part of our evaluation of your application).
- Preparing related governmental and internal statistics reports.

How We Share Your Personal Information

We will not disclose, sell or otherwise distribute to any third party any of your Personal Information without your prior permission, except under the following circumstances:

- ***At your direction:*** We may disclose your Personal Information when you direct us to do so.
- ***Subsidiaries and Affiliates:*** We may share your Personal Information with our affiliates and subsidiaries for business, analytical, and operational purposes.
- ***Text Message Data.*** Notwithstanding anything else in this policy, we do not share personal information we collect specific to our text message programs (such as mobile number and record of consent) with third parties for their own direct marketing purposes without your specific consent.
- ***Companies providing services on our behalf:*** We may outsource some or all of the operations of our business to third parties who perform services and functions on our behalf in connection with our application process. Services provided by third parties may include background checking, accounting, legal, recruiting, and other professional services. In such cases, it will be necessary for us to disclose your data to those service providers. In some

cases, the third parties may collect data directly from you on our behalf. We restrict how such third parties may access, use and disclose your data.

- **Legal requests and investigations and to comply with law:** We may be required to disclose certain information about you to comply with government reporting requirements, laws, or regulations. We may disclose any data about you when, in our opinion, such disclosure is necessary to prevent fraud or to comply with any statute, law, rule or regulation of or any legal process issued by any governmental authority or any order of any court of competent jurisdiction. We may also disclose data about you when necessary for us to exercise and defend legal claims and enforce our rights.
- **Business Transfers:** As we continue to develop our business, we might sell or buy companies, subsidiaries, or business units. In such transactions, employee data, including data relating to prospective employment and recruiting, is typically one of the transferred business assets. Any data transferred will, to the extent required by law, remain subject to the promises made in any pre-existing privacy statement unless you consent to the new privacy policy, which may be required as a condition of employment or of continuing the recruitment process, subject to applicable law in your jurisdiction.

Video Recording

During the application process, we may invite you to attend interviews at McGee locations, at which time you may ride in McGee vehicles. Please note that to protect and ensure the safety of you, other persons in the airport environment, and McGee's and third parties' equipment and vehicles, the facilities which you may visit (such as the airport ramp, airline hangars and other facilities where McGee provides services) may be equipped with video cameras ("**Facility Cameras**") directed at the interior and exterior of the facility. In addition, vehicles that you ride in may be equipped with video camera monitors ("**Vehicle Cameras**") directed at both the interior and exterior of the vehicle.

Vehicle Cameras and Facility Cameras may be operated by McGee or other third parties active in the airport environment (for example, the airport operator, or airlines operating at the airport). McGee may collect through Vehicle Cameras and Facility Cameras information relating to the vehicle or facility, as applicable, and your use of the vehicle or facility, including video recordings of persons in the vehicle or facility, some of which may constitute personal information as described in this Policy. Vehicle Cameras may also collect your geolocation data. McGee may directly collect any such information through Facility Cameras or Vehicle Cameras that it operates or it may receive such data collected through Facility Cameras or Vehicle Cameras operated by third parties. In addition, McGee may share data it directly collects through Facility Cameras or Vehicle Cameras with other third parties that are active in the work environment (for example, the airport operator or airlines operating at the airport).

McGee processes personal information collected through the Facility Cameras and Vehicle Cameras, and vehicle-related information collected through the Vehicle Cameras, to protect the safety of you, other persons in the airport environment, the facilities and the vehicles, and to monitor and enforce compliance with all applicable McGee policies. Information collected through third party Facility Cameras and Vehicle Cameras may be used for safety, training or

other purposes by their respective third party operators and is subject to the applicable third party's privacy policies.

Use and Storage of Fingerprinting Data

McGee may collect applicants' fingerprint data, in connection with conducting background checks or other verifications as required by law. Fingerprint data will be collected, used, processed and retained as described in this Policy, and where required by law, will be collected only with your consent. Fingerprint data may be shared with McGee's service providers solely in connection with the purposes set forth in this paragraph.

Security of Your Personal Information

We have adopted commercially reasonable security procedures and practices designed to protect your Personal Information in our possession from loss, misuse and unauthorized access, disclosure, alteration, and destruction, including physical, technical and administrative controls. However, no data transmission over the Internet, wireless transmission, or electronic storage of information can be guaranteed to be 100% secure. McGee cannot ensure or warrant the security of any information we collect. You provide us your information at your own risk.

Location of Your Personal Information

McGee is based in the United States. By providing us with any information, you fully understand and unambiguously consent to the transfer to, and processing, usage, sharing and storage of your information in the United States, for which the privacy laws may not be as comprehensive as those in the country where you reside and/or are a citizen. As a result, this information may be subject to access requests from governments, courts, or law enforcement in United States jurisdictions according to the laws in those jurisdictions. Your information will also be disclosed to third parties as described in the "How We Share Your Information" section above.

Retention of Your Personal Information

The length of time we retain your Personal Information depends on the status of our relationship with you and applicable legal requirements. We will retain your Personal Information for as long as your prospective employment (and, if applicable, employment) with us lasts, and for a certain period after your employment or recruitment process with us has ended. To determine that period, we take into account our legal and regulatory obligations (such as financial reporting obligations and equal opportunity or anti-discrimination reporting obligations) and whether we may need to retain Personal Information to resolve disputes, make and defend legal claims, conduct audits, pursue legitimate business purposes and/or enforce our agreements.

Changes to this Policy

To the extent allowed by applicable law, we reserve the right to change this Privacy Policy at any time without prior notice. If we make material changes to our privacy policy, we will update the effective date and post a notice to our online website and applicant portals where this policy is displayed. We may also provide notice to you in other ways, such as through contact information

you have provided, and provide you with the ability to opt-in or opt-out of the changes as required by law.

Notice to California Residents

California provides additional privacy rights to residents of the state. If you are a California resident, please see the enclosed Notice to California Applicants for more information about how to exercise your privacy rights.

NOTICE TO CALIFORNIA APPLICANTS

This California Privacy Notice is effective as of February 24, 2026.

This notice supplements McGee Air Services' and its affiliated companies' (collectively, "McGee", "we" or "us") job applicant privacy policy and applies only to California residents who are applying for a position with McGee as an employee or independent contractor ("California Applicants"). This California Applicant Privacy Notice (the "Notice") sets forth the disclosures and rights for California Applicants regarding their Personal Information, as required by the California Consumer Privacy Act of 2018 ("CCPA") as amended by the California Privacy Rights Act of 2020, and any implementing regulations adopted thereunder. Terms (including defined capitalized terms) used in this California Applicant Privacy Notice have the same meanings given in the CCPA and the associated regulations, unless otherwise defined.

SCOPE OF THE NOTICE

The Notice covers "Personal Information" collected from California Applicants. When we refer to "Personal Information," we mean information that identified, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you or is otherwise defined or regulated as personal information under California law. Note that we may de-identify personal information so that it is non-personal, such as by aggregating it or converting it to a code ("hash"). We maintain and use de-identified data without attempting to re-identify it, except where permitted by applicable law, such as to determine whether our de-identification process satisfies legal requirements. We will treat de-identified information as non-personal to the fullest extent allowed by applicable law.

EXERCISING YOUR CALIFORNIA RIGHTS

California Applicants have the right to request: (1) that we disclose to you what Personal Information we collect, use, disclose, and sell, including the right to request that we provide to you the categories and specific pieces of Personal Information we have collected about you ("Right to Know"); (2) that we delete the Personal Information we collect from you ("Right to Delete"); and (3) that we correct inaccurate Personal Information we hold about you ("Right to Correct"), all subject to the meanings and exceptions set forth in the CCPA. More information on each of these rights is below.

Verifying Your Requests

When you exercise your Right to Know, Right to Delete, and/or Right to Correct, we will take reasonable steps to verify your identity based upon the information you provide and the type of request you are making. We may ask you to log in to your applicant portal account, if you have created one. We may also ask that you provide us with information, beyond your full name, in order to verify your identity and fulfill your request. We will only use any such information to verify your identity and fulfill your request. If we are unable to verify that the individual submitting the request is the same individual about whom we have collected information (or someone authorized by that individual to act on their behalf), we will not be able to process the request.

Authorized Agents

If you are an authorized representative submitting a request on a California Applicant's behalf, please complete the applicable request per the instructions below. We will follow up to request a written authorization signed by the individual who is the subject of the request, authorizing you to make the request on their behalf. The written authorization must state your full legal name, the full legal name of the individual who is the subject of the request and needs to be clear about the permission granted. Alternatively, you may, but are not required, to submit a copy of a power of attorney under Probate Code sections 4000-4465. In either case, please also indicate in your email the nature of your request. The consumer's identity, in addition to your own, will need to be independently verified in order for us to be able to fulfill your request. We may also ask the California Applicant to directly confirm with us that they provided you permission to submit a request. Please keep in mind that if we do not receive adequate proof that you are authorized to act on the California Applicant's behalf, we may deny the request.

Right to Know

To exercise your Right to Know, please submit your request by email at privacy@mcgeearservices.com.

In order to have us provide specific pieces of information, we may require a signed declaration under penalty of perjury that you are the California Applicant whose Personal Information is the subject of the request. We will not provide you specific pieces of information that include the Personal Information of other persons, nor will we disclose certain pieces of information that the law requires us not to or that we determine is a high security risk, including your social security number, driver's license number, financial account number, health insurance or medical information number, account passwords, security questions and answers, or unique biometric data, as applicable.

Right to Delete

To exercise your Right to Delete, please submit your request by email at privacy@mcgeearservices.com.

Please note that as part of the verification process, once you submit a request to delete, we may follow up and require you to confirm that you want your information deleted.

Right to Correct Inaccurate Information

If you would like to exercise your Right to Correct, please submit your request by email at privacy@mcgeearservices.com.

Right to Limit The Use and Disclosure of Sensitive Personal Information

As disclosed in the chart below, we may collect certain information in connection with your application for a position with us that is considered Sensitive Personal Information under California law. Under the CCPA, a business must only provide the Right to Limit The Use and Disclosure of Sensitive Personal Information when sensitive personal information is collected or

processed for the purpose of inferring characteristics about a consumer, or does not fall under certain statutory exceptions, pursuant to California Civil Code § 1798.121. McGee's use and disclosure of applicants' Sensitive Personal Information is not used for such purposes and/or falls within this list of exceptions and we therefore do not offer such opt-out right at this time.

Do Not Sell or Share

McGee does not sell, or share for cross-context behavioral advertising, the Personal Information or Sensitive Personal Information of its applicants, including applicants under age 18.

Data Retention

McGee will retain all categories of Personal Information described in this privacy notice for as long as is reasonably necessary to fulfill the purposes set forth in this privacy notice or that you authorized after collection, or as otherwise required by law. If you are offered and accept a position with McGee, the Personal Information we collected during the application and recruitment process will become part of your team member record, and we may use it in connection with your working relationship with McGee consistent with our team member privacy policy.

In determining how long we retain your Personal Information, we take into account our legal and regulatory obligations (such as legal requirements to retain your information, financial reporting obligations, and equal opportunity or anti-discrimination reporting obligations), the nature and sensitivity of the Personal Information, the potential risk of harm from unauthorized use or disclosure of the Personal Information, and whether we may need to retain the Personal Information to resolve disputes, make and defend legal claims, conduct audits, pursue legitimate business purposes and/or enforce our agreements.

Right to Non-Discrimination for the Exercise of a Consumer's Privacy Rights

California Applicants have the right to not receive discriminatory treatment for exercising their CCPA rights. We will not discriminate against you for exercising your CCPA rights.

Do Not Track

Please note that your browser settings may allow you to automatically transmit a "Do Not Track" signal to websites and online services that you visit. When you turn this setting on, your browser will send a signal to websites, analytics providers, advertisement networks, and other web service providers you encounter while browsing to stop tracking your activity. To find out more and set up "Do Not Track" please visit <http://www.allaboutdnt.com>.

Global Privacy Control

Global Privacy Control ("GPC") is a technical specification in your browser settings that you can use to automatically inform websites of your privacy preferences with regard to third party

online tracking. To find out more about and set up GPC, please visit <https://globalprivacycontrol.org/#/about>.

PERSONAL INFORMATION WE COLLECT

The Personal Information we collect about you will depend upon your application, how you interact with us, and how your application progresses through our hiring process. Accordingly, we may not collect all of the below information about you.

In addition to the below, we may collect and/or use additional types of information and will do so after providing notice to you and obtaining your consent to the extent such notice and consent is required by the CCPA.

Category of Personal Information Collected	Categories of Sources from which the Information was Collected	Business or Commercial Purpose(s) for which Information is Collected	Categories of Third Parties to whom this type of Personal Information is Disclosed for a Business Purpose
Identifiers	We may collect this type of information from: <ul style="list-style-type: none"> • You; • Cookies and Tracking Technologies; • Third party career portals and other business partners. 	We may use this type of information for: <ul style="list-style-type: none"> • Recruitment and hiring; • Communication with you; • Compliance with legal obligations, including health and safety requirements, requests for information from government agencies, and security investigations 	We may disclose this type of information to: <ul style="list-style-type: none"> • Service Providers; • Our subsidiaries and affiliates; • Third parties who may acquire your information as a result of a merger, acquisition or otherwise ownership transition; • Third parties or affiliated companies when you agree to or direct that we share your information with them; • Other third parties (including government agencies) as required by law or in connection with court proceedings (such as pursuant to subpoenas or court orders).
Any categories of Personal Information described in subdivision (v) of Section 1798.140	We may collect this type of information from: <ul style="list-style-type: none"> • You (e.g. from your resume, other information you include in your employment application); • Cookies and Tracking Technologies; • Third party career portals and other business partners; • Your LinkedIn profile or other social media accounts, if you choose to share them with us. 	We may use this type of information for: <ul style="list-style-type: none"> • Recruitment and hiring; • Communication with you; • Statistical and analytical purposes; • Compliance with legal obligations, including health and safety requirements, requests for information from government agencies, and security investigations • 	We may disclose this type of information to: <ul style="list-style-type: none"> • Service Providers; • Our subsidiaries and affiliates; • Third parties who may acquire your information as a result of a merger, acquisition, or other ownership transition; • Third parties or affiliated companies when you agree to or direct that we share

Category of Personal Information Collected	Categories of Sources from which the Information was Collected	Business or Commercial Purpose(s) for which Information is Collected	Categories of Third Parties to whom this type of Personal Information is Disclosed for a Business Purpose
			<p>your information with them;</p> <ul style="list-style-type: none"> • Other third parties (including government agencies) as required by law or in connection with court proceedings (such as pursuant to subpoenas or court orders).
Internet or other electronic network activity information	<p>We may collect this type of information from:</p> <ul style="list-style-type: none"> • Cookies and tracking technologies; • Third-party career portals and other business partners • 	<p>We may use this type of information to:</p> <ul style="list-style-type: none"> • Administer our applications, software, and systems; • Prevent fraud and enforce McGee policies; • Run analytics and for other statistical purposes; • Comply with legal obligations, including health and safety requirements, requests for information from government agencies, and security investigations 	<p>We may disclose this type of information to:</p> <ul style="list-style-type: none"> • Service Providers; • Our subsidiaries and affiliates; • Third parties who may acquire your information as a result of a merger, acquisition or other ownership transition; • Third parties or affiliated companies when you agree to or direct that we share your information with them; • Other third parties (including government agencies) as required by law or in connection with court proceedings.
Audio-visual information	<p>We may collect this type of information from:</p> <ul style="list-style-type: none"> • McGee vehicles, if you ride in one at an on-site visit during the application process; • Cameras in the facilities you may visit if you are invited to an on-site visit during the application process. 	<p>We may use this type of information to:</p> <ul style="list-style-type: none"> • Manage our organization and administration; <ul style="list-style-type: none"> • Monitor the safety of McGee Team Member, including you, and McGee’s equipment and other property; • Comply with our legal obligations, including security investigations. 	<p>We may disclose this type of information to:</p> <ul style="list-style-type: none"> • Service Providers; • Our subsidiaries and affiliates; • Third parties (including government agencies) as required by law or in connection with court proceedings (such as pursuant to subpoenas or court orders); • Third parties who may acquire your information as a result of a merger, acquisition, or other ownership transition.
Sensitive Personal Information	<p>We may collect the following information:</p> <ul style="list-style-type: none"> • Identification numbers such as your social security number, driver’s license number or passport number; 	<p>We may use this type of information for:</p> <ul style="list-style-type: none"> • Compliance with our legal obligations, including reporting obligations to and other requests for 	<p>We may disclose this type of information to:</p> <ul style="list-style-type: none"> • Service Providers; • Our subsidiaries and affiliates;

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	<ul style="list-style-type: none"> • Your racial or ethnic origin (solely for reporting purposes); • We may collect this type of information from: • You 	<p>information from government agencies;</p> <ul style="list-style-type: none"> • To conduct background checks to confirm your eligibility for employment. 	<ul style="list-style-type: none"> • Airport authorities and other entities operating in the airport environment, if required as a condition of granting you access to restricted areas in the airport environment; • Third parties (including government agencies) as required by law or in connection with court proceedings (such as pursuant to subpoenas or court orders); • Third parties who may acquire your information as a result of a merger, acquisition, or other ownership transition.

More Information

For more information about our privacy practices for McGee applicants, please refer to the enclosed general Applicant Privacy Policy.