



Alaska Air Group Candidate and Applicant Privacy Notice Updated September 15th, 2025

Purpose

The purpose of the Candidate and Applicant Privacy Notice is to describe practices related to personal information Alaska Air Group, Inc., and its current subsidiaries (“AAG”) collect, use, and share during application, interview, and pre-hire onboarding. The scope of this notice is limited to Applicants and Candidates of AAG. AAG defines an Applicant as someone who has applied for a job with an AAG company. A Candidate is defined as someone who has been given a conditional offer of employment with AAG. This notice also describes privacy rights available to Applicants and Candidates depending on where they reside.

For purposes of this notice, Alaska Air Group, Inc.’s subsidiaries include Alaska Airlines, Inc. (“Alaska Airlines”), Hawaiian Airlines (“Hawaiian”), and Horizon Air Industries, Inc. (“Horizon Air”).

AAG Applicants and Candidates are expected to provide personal information to AAG as needed during application, interview, and pre-hire onboarding processes. For Applicants and Candidates that are hired by AAG, AAG’s policies for employees will apply to all personal information that AAG processes about you, including personal information collected during the application process.

Personal Information We Collect

“Personal Information” is information that identifies, relates to, describes, is reasonably capable of being associated with, or could be reasonably linked, directly or indirectly, with a particular Applicant or Candidate or Applicant’s or Candidate’s household. Note that 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.

AAG collected, used and disclosed the following categories of Personal Information in the past, and we may also collect, use and disclose these categories of Personal Information going forward:

- **Personal and online identifiers**, such as first and last name, online identifiers, account and usernames, aliases, IP address, email addresses, home and postal addresses, telephone numbers, emergency contacts, signatures and other identifiers described in the sensitive personal information category below;
- **Characteristics of protected classifications**, such as age, gender, disability status, veteran status, etc. (as well as other protected classifications that are considered sensitive personal information and are described below;). This information is collected for the purposes described



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in this notice.

- **Education information**, such as resumes/CVs, academic and education background and qualifications, or training courses attended;
- **Professional information**, such as references, recommendations, professional certifications and registrations, language capabilities, work and salary history, work skills and experience, results of credit history and criminal background checks, pilot licensing and history, and driving and vehicle history;
- **Commercial or transactions information**, such as loyalty programs numbers, dates and length of travel, hotel names and locations, travel routes and departures, stops, and destination points;
- **Audiovisual information**, such as photos, videos, and voice recordings;
- **Internet or other electronic network activity information**, including as related to Candidate or Applicant communications and use of AAG systems and personal devices used to connect to AAG systems, such as interactions with a website or email;
- **Location data**, such as interview location and movement within an AAG managed property to enable real-time directions and information related to AAG and authorized third party services (e.g., building maps, tech support location, nearby restaurants or services). Collection of location data is generally related to interviews, including the use of AAG vehicles and devices which have location services enabled;
- **Sensitive personal information**, such as:
 - Access credentials for AAG accounts;
 - Government-issued identifiers including, social security, taxpayer identification, driver's license,
 - National ID, passport/visa numbers;
 - Biometrics information, such as fingerprints, etc.;
 - Precise geolocation;
 - Health-related information, such as health screenings or certifications, physical, medical, or mental health conditions or other information, and related accommodations;
 - Citizenship or immigration status to determine eligibility for work;
 - Protected classifications, on a voluntary basis, such as:
 - Race, ethnicity, and national origin;
 - Trade union membership;
 - Military or veteran status;
 - Religious creed or philosophical beliefs; and
 - Data concerning sex life or sexual orientation.
- **Other information linked to the above personal information**, such as results of drug and alcohol testing, and information collected through publicly available social media.



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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.

Please note that we may also collect Personal Information from you when you interact with us in an individual capacity outside the context of your employment application. Personal Information collected from you during these interactions is not subject to this Notice, and we will collect, use, store, disclose, and/or otherwise handle any such Personal Information as we describe in our [Guest Privacy Notice](https://www.alaskaair.com/content/legal/privacy-policy) available at <https://www.alaskaair.com/content/legal/privacy-policy>.

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 an Applicant or Candidate ("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



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about cookies, please visit <https://www.allaboutcookies.org>.

- Web Tags. Small graphic images or other web programming code (also known as 1x1 GIFs or clear GIFs) may be included in our web pages and email messages. These and similar technologies may be used for a number of purposes, including to count visitors to the application portal, or to monitor how users navigate the application portal. The information we collect through this technology may include the first date and time you open our email, and whether you click any links included in our email.
- Embedded Scripts. An embedded script is programming code that is designed to collect information about your interactions with the application portal, such as the links you click on. The code is temporarily downloaded onto your device from our server or a third-party service provider or business partner, is active only while you are connected to the application portal, and is deactivated or deleted thereafter.

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 Notice. 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.

Sources of Personal Information

AAG collects Personal Information from a variety of sources, including:

- Applicants and Candidates;
- Service providers (e.g., expense reimbursement services);
- Recruiters, including individuals who refer Applicants and Candidates;
- Employment references;
- Educational institutions;
- Background check services;
- Online sources including social networks; and
- Open government databases and other public sources.

Purposes of Use

AAG may collect, use, retain, and disclose Personal Information as appropriate to administer and carry out the recruiting process, including for human resources purposes, and for operational and business, safety, and security purposes and as described in this Notice and below.



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- Human Resources Uses
 - Recruitment of Applicants and Candidates.
 - Equal employment opportunity and accessibility programs.
 - Legal and policy compliance administration and enforcement, including for the purpose of anti-discrimination laws and government reporting obligations.
- General Business Uses
 - Managing, monitoring, protecting, and improving AAG systems and locations
 - Communications and collaboration.
 - Legal and policy compliance administration and enforcement, including monitoring access and use of AAG systems.
 - Research and improvement of AAG systems, processes, products, services and technology.

Legal Bases of Processing

Depending on where you live, AAG may need a valid legal basis to process your Personal Information. Where we do, depending on the circumstances, our valid legal basis to process each category of Personal Information we collect may be:

- Contract. We may process your Personal Information to perform a contract with you, or because you have requested we do something that requires us to process your Personal Information in advance of creating a contract with you.
- Legitimate Interest. We may process Personal Information when it is in our legitimate interests to process the information, taking into consideration your interests, rights, and expectations. Our legitimate interests may include, for instance, determining your fitness for a particular role.
- Consent. We may process Personal Information when we have asked for your permission.
- Legal Obligation. We may process Personal Information to fulfill our legal and regulatory obligations.

Sharing of Personal Information

AAG may disclose each category of Personal Information for our business purposes to the following categories of recipients:

- AAG subsidiaries and affiliates;
- Vendors or agents working on our behalf;
- Other third parties for legal purposes or to comply with law. We may disclose Personal Information to third parties to protect or defend the rights or property of AAG or others, for safety or security reasons, for law enforcement purposes, or in response to legal process, such as to comply with a court order or a subpoena; and
- Entities involved in a corporate transaction. We may also disclose Personal Information as part of a potential or actual corporate transaction or proceeding such as a merger, financing, acquisition, bankruptcy, dissolution, or at transfer, divestiture, or sale of all or a portion of our business or assets.



AAG may disclose Personal Information in other ways with notice or your consent. We do not sell or share Personal Information about applicants or candidates. To process your application or provide related services, we may outsource the processing of Personal Information to third parties. In these cases, we will implement appropriate measures to manage and supervise these third parties, including entering into an agreement that imposes obligations to appropriately safeguard your information.

Video Recording in AAG Vehicles and Premises

During the application process, we may invite you to attend interviews at AAG locations, at which time your image may be captured via security cameras in AAG premises. You may ride in AAG vehicles. Please note that to protect and ensure the safety of you, your driver, other vehicle users and AAG's equipment, AAG vehicles will be equipped with video camera monitors ("Vehicle Cameras") directed at both the interior and exterior of the vehicle. AAG may collect through Vehicle Cameras information relating to the vehicle, including video recordings of drivers and passengers of AAG vehicles and geolocation data, some of which may constitute your Personal Information as described in this Notice. AAG collects and processes any such Personal Information and other information collected through the Vehicle Cameras to protect the safety of you, your driver, other road users and the vehicle, and to monitor and enforce compliance with all applicable AAG policies. Additionally, Applicants and Candidates are subject to video recording on AAG premises such as buildings, parking lots, and while on airport property.

Use and Storage of Fingerprinting Data

AAG may collect Applicant and Candidate 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 Notice, and where required by law, will be collected only with the Applicant or Candidate's consent. Fingerprint data may be shared with AAG's service providers solely in connection with the purposes set forth in this paragraph.

Text Messaging

AAG may provide Applicants and Candidates with the option to receive communications from AAG via text message (SMS, MMS or RCS). Applicants and Candidates may opt out of receiving communications by replying "STOP" to the short code or by contacting their recruiter. Note, however, that we reserve the right to send you certain communications relating to your application, notices of changes to this Notice or other terms, or similar administrative and transactional messages via email.

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.



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California Privacy Rights – This section only applies to residents of California

Applicants and Candidates who are California residents have certain rights under the California Consumer Privacy Act (“CCPA”) related to Personal Information that AAG collects. Subject to certain exceptions and limitations, you may have the following rights:

- To know the categories and specific pieces of Personal Information we collect, use, and disclose about you; the categories of sources from which we collected Personal Information about you; our purposes for collecting or disclosing Personal Information; and the categories of third parties to which we have disclosed Personal Information. 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.
- To request that we delete the Personal Information we have collected from you. Please note that once you submit a request to delete, we may follow up and require you to confirm that you want your information deleted.
- To request that we correct inaccurate Personal Information we maintain about you.

You also have the right not to receive discriminatory treatment for the exercise of the privacy rights conferred by the CCPA.

While the CCPA provides an opt-out opportunity related to sensitive personal information, AAG uses and discloses sensitive personal information, as defined under the CCPA, only for purposes permitted by the CCPA that do not require an opt-out opportunity.

AAG does not sell or share the Personal Information or Sensitive Personal Information of its Candidates or Applicants.

If you would like to exercise any of the above rights, please submit a request aagprivacy@alaskaair.com. In some cases, we may need to request additional information from you to verify your identity or understand the scope of your request. Generally, we verify your identity by matching the information provided in your request with the information we maintain in our records.

You may elect to use an agent to submit a request on your behalf. If you choose to do so, your agent must follow the instructions below to make the request. When your authorized agent submits a request on your behalf, we will request written permission signed by you and authorizing your agent to make the request on your behalf. The written permission must state your full legal name as the subject of the request, the full legal name of the individual who is acting as your agent, and must be clear about the



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scope of permission granted. Alternatively, your agent may, but is not required to, submit a copy of a power of attorney under Probate Code sections 4000-4465. In either case, your agent should also indicate in their email the nature of the request. Your identity, in addition to your agent's identity and authorization, will need to be independently verified in order for us to be able to fulfill the request. We may also ask you to directly confirm with us that you provided your agent permission to submit a request. Please keep in mind that if we do not receive adequate proof that your agent is authorized to act on your behalf, we will deny the request.

International Privacy Rights

This section applies in limited cases where Candidates or Applicants are residents of the United Kingdom, the European Economic Area ("EEA"), Canada, New Zealand, Australia, Japan, Switzerland, and South Korea or if your Personal Information is otherwise subject to data protection laws in those countries.

Depending on your country of residence, and subject to certain limitations and exceptions, you may have the following rights related to our processing of your Personal Information:

- You can request a copy of your Personal Information;
- You can request that we rectify any inaccurate or incomplete Personal Information we hold about you;
- You can request that we erase your Personal Information in certain circumstances;
- You can request us to transmit Personal Information that you have provided to us, to a third party without hindrance, or to give you a copy of it so that you can transmit it to a third party, where technically feasible;
- If the processing of Personal Information is based on your consent, you can withdraw consent at any time without affecting the lawfulness of processing based on consent before its withdrawal. We may, however, have other legal grounds for processing your data for other purposes;
- You can request us to restrict the processing of your Personal Information in certain circumstances;
- You can object to us processing your Personal Information on the basis of our legitimate interests (or those of a third party) or where we are performing a task in the public interest - your objection will be upheld, and we will cease processing Personal Information, unless the processing is based on compelling legitimate grounds or is needed for the exercise or defence of legal claims that may be brought by or against us; and
- For residents of France, you can send us specific instructions regarding the use of Personal



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Information after your death. You can change or revoke such instructions at any time.

If you would like to exercise any of the above rights, please submit a request to aagprivacy@alaskaair.com. Please be aware that we may be unable to afford these rights to you under certain circumstances, such as if we are legally prevented from doing so. For instance, this is the case if you ask us to delete information which we are required by law or have compelling legitimate interests to keep.

You also have the right to lodge a complaint with a supervisory authority/privacy regulator in your country/province of residence, but we encourage you to contact the AAG Data Privacy Office first with any questions or concerns.

Retention of Your Personal Information

Personal Information will be retained for the amount of time it is needed to fulfill the legitimate business purpose for which it was collected or to satisfy a legal requirement. AAG will follow applicable records retention schedules and policies and destroy Personal Information in accordance with applicable AAG Retention Policies.

International Transfers of Personal Information

To the extent permitted by law, Personal Information that we collect may be transferred to and stored at a destination outside your country. Privacy laws in other countries may be different from those of your country of residence. Due to the global nature of our business, your Personal Information will be disclosed to AAG, including in the United States, and processed in the United States. The locations where AAG operates can be found at our website. Where these locations do not provide a level of data protection deemed adequate by relevant authorities, we ensure appropriate safeguards as required by applicable law are continuously in place to protect the transfer of your Personal Information to these countries.

A copy of the relevant mechanism can be obtained for your review on request by using the contact details below.

Changes to This Notice

To the extent allowed by applicable law, we reserve the right to change this Notice at any time without prior notice. If we make material changes to our Notice, we will update the effective date and post a notice to our online website and applicant portals where this Notice 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.

Contact Information

Candidates and Applicants may contact the AAG Data Privacy Office at aagprivacy@alaskaair.com



with any questions or complaints regarding compliance with this Candidate and Applicant Privacy Notice.

Revision History

Author	Approver	Summary of Change	Approval Date
ITS Data Privacy	Lana DeMaria, Director of Data Privacy	Document creation	March 14, 2022
Data Privacy	Lana DeMaria, Director of Data Privacy	Revised to incorporate Hawaiian Airlines and add California-specific language.	August 1, 2025
Data Privacy	Lana DeMaria, Director of Data Privacy	Revised to incorporate information related to international Candidates and Applicants.	September X, 2025