SKYHIRE360

Website Legal Pages

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Privacy Policy

How SkyHire360 handles information collected through its website

Effective date: September 8, 2026

SkyHire360, Inc. ("SkyHire360," "we," "us," or "our") respects your privacy. This Privacy Policy explains how we collect, use, disclose, retain, and protect personal information when you visit skyhire360.com, contact us, join our talent network, or submit employment-related information.

This Privacy Policy applies to website visitors and general inquiries. Job applicants should also review the separate Applicant Privacy Notice below.

1. Information We Collect

Information you provide

- Contact information, including your name, email address, telephone number, and mailing address.
- Communications, questions, preferences, and other information you submit through a form, email, telephone call, or other interaction.
- Recruiting and application information, as described in the Applicant Privacy Notice.
- Any other information you voluntarily provide.

Information collected automatically

- Device and browser information, IP address, operating system, referring pages, and approximate location derived from IP address.
- Website activity, including pages viewed, links selected, dates and times of visits, and interactions with site features.
- Cookie, analytics, and similar technology information described in the Cookie Policy.

2. How We Use Information

- Operate, maintain, secure, and improve the website.
- Respond to inquiries and provide requested information.
- Administer recruiting, talent-network, and application activities.
- Communicate about employment opportunities and recruiting events where permitted.
- Protect SkyHire360, applicants, employees, Avelaire Global operations, and others from fraud, misuse, security threats, or unlawful activity.
- Comply with legal obligations, enforce our terms, establish or defend legal claims, and support audits or investigations.

3. How We Disclose Information

We may disclose personal information to service providers that support website hosting, forms, email, analytics, document storage, applicant tracking, background screening, professional services, security, and related business operations. These providers may process information only for the services they provide to us and under applicable contractual or legal restrictions.

Because SkyHire360 recruits and employs personnel for assignment to Avelaire Global operations, relevant applicant and workforce information may be disclosed to Avelaire Global personnel involved in evaluating qualifications, assignments, safety, training, compliance, or operational needs.

We may also disclose information when required by law; to protect rights, safety, security, or property; in connection with a merger, financing, acquisition, reorganization, or sale of business assets; or with your direction or consent.

SkyHire360 does not sell personal information for money. If our practices change or a law defines certain advertising or analytics disclosures as a "sale" or "sharing," we will provide any legally required notice and choices.

4. Cookies and Analytics

The website may use cookies and similar technologies to remember settings, understand site usage, improve performance, and support security. Available choices are described in the Cookie Policy and any cookie controls displayed on the website.

5. Data Retention

We retain personal information only as long as reasonably necessary for the purposes described in this policy, including recruiting, recordkeeping, legal, safety, security, dispute-resolution, and business-continuity needs, or as otherwise required or permitted by law. Retention periods vary by the type of information and the context in which it was collected.

6. Data Security

We use reasonable administrative, technical, and physical safeguards designed to protect personal information. No website, transmission, or storage system can be guaranteed to be completely secure. Please do not send Social Security numbers, banking information, medical records, passport details, or other highly sensitive information unless SkyHire360 specifically requests it through an authorized process.

7. Your Privacy Choices

- You may decline nonessential cookies through available website controls or browser settings.
- You may ask to stop receiving nonessential recruiting or promotional communications.
- Depending on where you live, you may have rights to request access, correction, deletion, or a copy of certain personal information, or to appeal a denied request.

To submit a privacy request, email info@skyhire360.com with the subject line "Privacy Request." We may need to verify your identity and authority before completing a request. Some information may be exempt from a request under applicable law.

8. Children's Privacy

This website and SkyHire360's employment services are not directed to children under 16. We do not knowingly collect personal information from children under 16 through the website. If you believe a child has provided information, contact us so we can evaluate and address the matter.

9. External Links

The website may link to third-party websites or services. Their privacy practices are governed by their own notices, not this policy.

10. Changes to This Policy

We may update this policy from time to time. We will post the revised version and update the effective date. Material changes may receive additional notice when required by law.

11. Contact Us

SkyHire360, Inc.
Orlando, Florida
Email: info@skyhire360.com
Telephone: 689-297-1665

Applicant Privacy Notice

Information for job applicants, candidates and talent-network members

Effective date: September 8, 2026

This Applicant Privacy Notice describes how SkyHire360, Inc. collects and uses personal information in connection with recruiting, employment applications, candidate evaluation, talent-network participation, and potential assignment to Avelaire Global operations.

1. Information We May Collect

- Identification and contact information.
- Resume, employment history, education, references, professional memberships, licenses, certificates, ratings, training records, and other qualifications.
- Position preferences, compensation expectations, availability, work authorization, and willingness or ability to satisfy lawful travel, scheduling, location, or assignment requirements.
- Interview notes, assessments, communications, and recruiter or hiring-manager evaluations.
- Information needed to evaluate aviation, safety-sensitive, medical-transport, maintenance, driving, security, or regulatory qualifications.
- Background-check, motor-vehicle, drug-and-alcohol testing, or other screening information when legally permitted and provided through a separately authorized process.
- Voluntary demographic or self-identification information collected for equal-employment, reporting, or compliance purposes. Where collected, this information is handled separately and is not used for unlawful decision-making.
- Technical information generated when you use the website or application tools.

2. Why We Use Applicant Information

- Review qualifications and suitability for current or future opportunities.
- Communicate with you and schedule recruiting activities.
- Verify credentials, licenses, certifications, references, eligibility, and information you provide.
- Evaluate compliance with lawful job-related, safety, insurance, FAA, DOT, medical, security, or client requirements where applicable.
- Prepare an offer, complete onboarding, establish an employment relationship, and administer assignment planning.
- Maintain recruiting records, improve hiring processes, comply with law, and establish or defend legal claims.

3. SkyHire360 and Avelaire Global

SkyHire360 is the hiring and employing company for positions advertised on this website unless a posting expressly states otherwise. Candidates selected by SkyHire360 may be considered for exclusive operational assignments supporting Avelaire Global. Relevant application information may

therefore be reviewed by authorized Avelaire Global personnel who participate in qualification, operational, safety, compliance, or assignment decisions.

4. Background and Medical Information

SkyHire360 will request background checks, drug-and-alcohol testing, medical information, or disability-related information only at a legally permitted stage and through an appropriate process. Any consumer report will be handled under separate disclosures and authorizations where required. Do not place medical details or highly sensitive identifiers in a resume or general website form.

5. Automated Tools

SkyHire360 may use technology to organize, search, route, or compare application information. SkyHire360 does not intend for an automated tool to make a final hiring decision without appropriate human review. If applicable law requires notice, consent, an assessment, or another safeguard for a particular tool, SkyHire360 will provide it.

6. Retention and Talent Network

Application information may be retained for consideration for current and future roles, for recruiting administration, and for legally required or permitted recordkeeping. You may ask to be removed from nonessential future recruiting communications, although SkyHire360 may retain records required for legal or operational purposes.

7. Your Responsibilities

Provide accurate information that you are authorized to share. If you provide information about a reference or another person, you are responsible for ensuring you have an appropriate basis to provide it. Submission of an application does not create an employment contract or guarantee an interview, offer, training placement, assignment, or employment.

8. Privacy Requests and Questions

Email info@skyhire360.com with the subject line "Applicant Privacy Request" or call 689-297-1665. Rights vary by jurisdiction and may be subject to verification and legal exceptions.

Terms of Use

Terms governing access to and use of skyhire360.com

Effective date: September 8, 2026

By accessing or using skyhire360.com, you agree to these Terms of Use. If you do not agree, do not use the website. These terms apply only to website use and do not replace any signed employment, confidentiality, training, benefit-plan, or other agreement.

1. Website Purpose

The website provides general information about SkyHire360, employment opportunities, compensation and benefits, career-development programs, and potential assignments supporting Avelaire Global operations. Content is informational and may be changed or withdrawn at any time.

2. No Employment or Placement Guarantee

A job posting, application, interview, talent-network submission, training description, or other website communication is not an offer, promise, or contract of employment. Employment decisions remain subject to business needs, position availability, verification, lawful screening, qualifications, and applicable safety, regulatory, insurance, and operational requirements.

3. Acceptable Use

- Use the website only for lawful purposes.
- Do not submit false, misleading, infringing, malicious, or unauthorized information.
- Do not interfere with website security or operation; attempt unauthorized access; scrape, harvest, or misuse personal information; or introduce malicious code.
- Do not impersonate another person or misrepresent your identity, credentials, authority, or affiliation.

4. Application Submissions

You retain ownership of materials you submit. You grant SkyHire360 permission to use, reproduce, review, store, transmit, and disclose those materials as reasonably necessary for recruiting, qualification, compliance, assignment, onboarding, recordkeeping, and related purposes described in the Applicant Privacy Notice. You represent that your submission is accurate and that you have the right to provide it.

5. Intellectual Property

The website's text, graphics, branding, logos, design, arrangement, and other content are owned by or licensed to SkyHire360 or its partners and are protected by applicable law. You may view and print

reasonable portions for personal, noncommercial employment-search purposes. No other use is authorized without written permission.

6. Third-Party Services and Links

Links, embedded services, forms, or tools provided by third parties are offered for convenience. SkyHire360 does not control third-party services and is not responsible for their availability, terms, content, or privacy practices.

7. Website Disclaimer

THE WEBSITE IS PROVIDED "AS IS" AND "AS AVAILABLE." TO THE FULLEST EXTENT PERMITTED BY LAW, SKYHIRE360 DISCLAIMS IMPLIED WARRANTIES, INCLUDING MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT. SKYHIRE360 DOES NOT WARRANT THAT THE WEBSITE WILL BE UNINTERRUPTED, ERROR-FREE, SECURE, OR COMPLETELY ACCURATE.

8. Limitation of Liability

TO THE FULLEST EXTENT PERMITTED BY LAW, SKYHIRE360 WILL NOT BE LIABLE FOR INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL, EXEMPLARY, OR PUNITIVE DAMAGES ARISING FROM WEBSITE USE. NOTHING IN THESE TERMS EXCLUDES LIABILITY THAT CANNOT LAWFULLY BE EXCLUDED.

9. Indemnification

To the extent permitted by law, you agree to indemnify and hold SkyHire360 harmless from claims arising from your unlawful misuse of the website, your material violation of these terms, or content you submit without authorization. This provision does not apply where prohibited by law.

10. Governing Law

These terms are governed by Florida law, without regard to conflict-of-law principles. Subject to applicable law, proceedings relating solely to website use will be brought in a court of competent jurisdiction located in Orange County, Florida. This clause does not modify any separate employment or other signed agreement.

11. Changes and Contact

We may update these terms by posting a revised version and effective date. Questions may be directed to info@skyhire360.com or 689-297-1665.

Cookie Policy

How cookies and similar technologies may be used on skyhire360.com

Effective date: September 8, 2026

This Cookie Policy supplements the Privacy Policy. Cookies are small files stored by a browser or device. Similar technologies may include pixels, tags, local storage, and software development tools.

1. Categories of Technologies

- Essential technologies support security, basic navigation, forms, preferences, and core website functions.
- Analytics technologies help us understand aggregated traffic, page usage, and website performance.
- Functional technologies remember choices and improve convenience.
- Advertising or social-media technologies may be used only if added to the website and permitted by applicable law and user choices.

2. Website Provider and Other Services

Our website host and service providers may place or access cookies necessary to operate, secure, measure, or improve the website. Their technologies may be governed by their own notices. The exact cookies used can change when website tools or vendors change.

3. Your Choices

You may use any cookie banner or preference tool displayed on the website and may adjust browser settings to block or delete cookies. Blocking essential technologies may cause parts of the website or application process to function incorrectly. Where legally required, nonessential technologies will be used according to the choices available to you.

4. Do Not Track and Global Privacy Signals

Browser-based signals are not interpreted uniformly across the industry. Where applicable law requires recognition of a legally valid opt-out preference signal, SkyHire360 will take reasonable steps to honor it for the relevant processing.

5. Updates and Contact

We may update this policy as the website and its technologies change. Questions may be directed to info@skyhire360.com.

Accessibility Statement

Our commitment to an accessible recruiting experience

Effective date: September 8, 2026

SkyHire360 is committed to providing people with disabilities meaningful access to our website, employment information, and application process. We work to improve usability and accessibility as our website and recruiting services evolve.

Accessibility Assistance

If you experience difficulty accessing website content, need information in another format, or require assistance completing an application, contact:

- Email: info@skyhire360.com
- Telephone: 689-297-1665
- Suggested email subject: Accessibility Assistance

Please describe the page or information involved and the type of assistance you need. Do not include medical details beyond what is necessary to explain the requested application assistance. SkyHire360 will respond and provide reasonable assistance when feasible and required by law.

Reasonable Accommodation in Hiring

Qualified applicants may request a reasonable accommodation to participate in the application or interview process. A request for accommodation will not be used to discriminate against an applicant. Accommodations are considered individually in accordance with applicable law.

Ongoing Improvement

Accessibility is an ongoing effort. SkyHire360 welcomes feedback about barriers and will evaluate reasonable corrections, alternative access, and improvements. Third-party content or tools may present limitations outside our direct control, but we will attempt to provide an accessible alternative when appropriate.

Equal Employment Opportunity and Applicant Accommodation Notice

Employment decisions based on qualifications, performance, safety and legitimate business requirements

Effective date: September 8, 2026

SkyHire360, Inc. is committed to equal employment opportunity. SkyHire360 does not discriminate unlawfully in recruiting, hiring, compensation, training, assignment, promotion, discipline, termination, or any other term or condition of employment.

Employment decisions are made without unlawful regard to race, color, religion, sex, pregnancy, childbirth or related medical conditions, sexual orientation, gender identity, national origin, age, disability, genetic information, veteran status, military status, or any other status protected by applicable federal, state, or local law.

Reasonable Accommodation

SkyHire360 provides reasonable accommodation to qualified applicants and employees with disabilities and for sincerely held religious practices, and provides other accommodations required by applicable law, unless doing so would impose an undue hardship or create another legally recognized limitation.

To request assistance or an accommodation during the application process, contact info@skyhire360.com or 689-297-1665. Please identify the position or application step involved and the assistance requested. Medical documentation should not be sent unless specifically requested through an authorized process.

Safety-Sensitive and Regulated Positions

Certain aviation, medical-transport, maintenance, driving, security, and safety-sensitive positions may have lawful license, certification, medical, training, experience, drug-and-alcohol, background, insurance, or regulatory requirements. SkyHire360 applies job-related requirements consistently and evaluates accommodation obligations individually.

No Retaliation

SkyHire360 prohibits retaliation against an applicant or employee for requesting a reasonable accommodation, raising a good-faith discrimination concern, participating in a protected process, or exercising another legally protected right.

Employment, Job Posting and Benefits Disclaimer

Important information about opportunities advertised by SkyHire360

Effective date: September 8, 2026

Employer and Operational Assignment

Unless a posting expressly states otherwise, SkyHire360, Inc. is the hiring and employing company. SkyHire360 employees may be assigned exclusively to support Avelaire Global operations. Avelaire Global's participation in qualification, safety, compliance, training, or operational-assignment decisions does not change the employing entity identified in the employee's written offer and onboarding documents.

Job Postings

Job descriptions summarize anticipated responsibilities and qualifications. They are not contracts and may not list every duty or requirement. Positions, schedules, locations, reporting relationships, responsibilities, compensation, and qualifications may be changed, paused, filled, or withdrawn based on business and operational needs, subject to applicable law.

Compensation and Benefits

Compensation and benefit descriptions are general recruiting summaries. Actual eligibility, coverage, costs, waiting periods, exclusions, contribution levels, paid time off, travel support, retirement benefits, pet insurance, technology, training support, and other terms are governed by the applicable written offer, official plan documents, policies, insurance contracts, and applicable law. If website language conflicts with an official document, the official document controls to the extent permitted by law.

Wings-to-Career Pilot Program

The SkyHire360 Wings-to-Career Pilot Program is a selective career-development opportunity for eligible employees. Any reference to company-supported flight training or potential assistance of up to $60,000 describes a maximum potential benefit, not an automatic entitlement, cash payment, or guarantee. Actual support may depend on eligibility, performance, attendance, approved-school pricing, available funding, prior experience, satisfactory progress, medical certification, written program terms, and business needs.

SkyHire360 intends the program to create a pathway toward employment in an available pilot position for successful participants. Completion of training does not guarantee placement. Any pilot position remains subject to FAA licensing and medical requirements, experience minimums, insurance requirements, training and checking, background and drug-and-alcohol requirements, safety standards, operational needs, and availability of an approved position.

No Contract or Guarantee

Nothing on the website creates an employment contract, a promise of employment for a particular duration, a guarantee of an interview or offer, or an entitlement to compensation, benefits, training, promotion, or assignment. Any binding commitment must be contained in an authorized written agreement or official plan document.

Questions

Questions about a particular position or benefit may be directed to info@skyhire360.com or 689-297-1665.

Publishing and Counsel Review Checklist

Items to confirm before placing these pages on the live website

- Confirm the precise corporate legal name and state of incorporation for SkyHire360, Inc.
- Add a business mailing address if counsel recommends publishing one.
- Inventory every website and recruiting vendor, including GoDaddy, forms, analytics, email, applicant tracking, storage, screening, and communication providers.
- Confirm whether the site uses advertising cookies, pixels, session replay, or targeted advertising.
- Confirm which states or countries SkyHire360 accepts applicants from and add jurisdiction-specific notices where required.
- Confirm record-retention periods for applicants, aviation credentials, screening records, and accommodation records.
- Confirm formal benefit availability before advertising retirement, pet insurance, travel allowances, or other plan details.
- Have employment counsel review the Wings-to-Career program agreement, repayment provisions, wage-deduction restrictions, tax treatment, and nondiscrimination criteria before launch.
- Test every legal-page link, application upload, cookie choice, mobile page, and accommodation contact method.
- Add links to Privacy, Applicant Privacy, Terms, Cookies, Accessibility, and EEO in the website footer and near the application submission button.

Authoritative Resources Consulted

- **Federal Trade Commission - Privacy and Security:** https://www.ftc.gov/business-guidance/privacy-security
- **U.S. Equal Employment Opportunity Commission - Reasonable Accommodation Guidance:** https://www.eeoc.gov/laws/guidance/enforcement-guidance-reasonable-accommodation-and-undue-hardship-under-ada
- **U.S. Equal Employment Opportunity Commission - Prohibited Employment Policies and Practices:** https://www.eeoc.gov/prohibited-employment-policiespractices
- **U.S. Department of Justice - Guidance on Web Accessibility and the ADA:** https://www.ada.gov/resources/web-guidance/

These sources provide general federal guidance. They do not replace company-specific advice from licensed counsel or determine which state, local, international, aviation, or contractual requirements apply to SkyHire360.