

Version: v1.0
Effective Date: January 1, 2026

NOTICE OF USE OF ARTIFICIAL INTELLIGENCE IN EMPLOYMENT DECISIONS

Reyes Holdings, L.L.C. (together with its subsidiaries and affiliates, the “Company”) uses certain tools powered by artificial intelligence (“AI”) to assist with recruitment and hiring. This notice is provided in accordance with Section 2-102(L) of the Illinois Human Rights Act and IDHR draft rules (Subpart J). AI tools do not make final employment decisions for the Company; human recruiters and managers remain responsible for all decisions.

AI SYSTEMS. The following AI systems are used by the Company:

1. iCIMS AI Talent Explorer

- Developer/Vendor: iCIMS, Inc.
- Product: iCIMS AI Talent Explorer offers AI-powered features in iCIMS Applicant Tracking (ATS) and Candidate Experience/Relationship Management (CXM/CRM) systems).
- Covered Employment Decisions: Recruitment and hiring (candidate sourcing, ranking, and matching).
- Purpose: The ATS is used to manage candidates throughout recruitment and hiring by helping recruiters manage and prioritize the volume of candidates in the ATS through the *Candidate Ranking using Role Fit* feature. *Talent Discovery* and *Talent Match* are used by the Company to search for potential applicants for open roles.
- Data Processed: Declared skills and experience (e.g., job titles) from resumes. Candidate personal information such as name, address, zip code, specific schools/universities attended, are not considered in the processing.
- Positions: Used for roles posted through the Company’s recruiting systems.
- Point of Contact: If you have any questions about this system and its use by the Company, please contact hrrsupport@reyesholdings.com.

2. LinkedIn AI-Powered Hiring Tools

- Developer/Vendor: LinkedIn Corporation
- Product: LinkedIn Hiring/Talent Solutions (AI-powered assistive features).
- Covered Employment Decisions: Recruitment (candidate recommendations and summaries).
- Purpose: The Company uses LinkedIn’s decision-support tools to surface candidate recommendations based on Company-defined criteria. The Company’s recruiters remain in control and can override any recommendation.
- Data Processed: Data that a LinkedIn customer uploads or otherwise provides LinkedIn in connection with its use of the LinkedIn service.
- Positions: Used for roles posted or sourced via LinkedIn.

- Point of Contact: If you have any questions about this system and its use by the Company, please contact If you have any questions about this system and its use by the Company, please contact hrrsupport@reyesholdings.com.

3. Indeed Hiring Tools

- Developer/Vendor: Indeed, Inc.
- Product: Hiring/Talent Solutions (AI-powered assistive features). Indeed's solutions that use AI-powered assistive features include Advanced Screening, Smart Sourcing, and Candidate Summaries.
- Covered Employment Decisions: Recruitment (candidate recommendations and summaries).
- Purpose: The Company uses Indeed's decision-support tools to surface candidate recommendations based on Company-defined criteria. The Company's recruiters remain in control and can override any recommendation.
- Data Processed: Data that an Indeed customer uploads or otherwise provides Indeed in connection with its use of the Indeed service.
- Positions: Used for roles posted or sourced via Indeed.
- Point of Contact: If you have any questions about this system and its use by the Company, please contact If you have any questions about this system and its use by the Company, please contact hrrsupport@reyesholdings.com.

REASONABLE ACCOMMODATION: If you need a reasonable accommodation or have questions about how to request the accommodation, please contact your Human Resources Representative.

THE ILLINOIS HUMAN RIGHTS ACT – USE OF AI IN EMPLOYMENT DECISIONS (775 ILCS 5/2-102(L)): With respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure, or the terms, privileges, or conditions of employment, it is a civil rights violation for an employer to use artificial intelligence that has the effect of subjecting employees to discrimination on the basis of protected classes under The Illinois Human Rights Act (775 ILCS 5/2) or to use zip codes as a proxy for protected classes under The Illinois Human Rights Act. Employers are required to provide notice to employees that the employer is using artificial intelligence for the purposes set forth in this paragraph.