

Equal Employment Opportunity Policy

Nortek Global HVAC, LLC is an equal employment opportunity employer. Nortek Global HVAC's policy is not to unlawfully discriminate against any applicant or employee on the basis of race, color, sex, pregnancy, religion, national origin, age, disability, genetic information, or any other consideration made unlawful by applicable federal, state, or local laws. Nortek Global HVAC also prohibits harassment of applicants and employees based on any of these protected categories. It is also Nortek Global HVAC's policy to comply with all applicable local, state, and federal laws respecting consideration of unemployment status in making hiring decisions.

Nortek Global HVAC complies with the ADA, the ADAAA, and applicable state law and considers reasonable accommodation measures that may be necessary for qualified applicants/employees to perform the essential functions of the job.

Alternative methods of applying for employment are available to individuals unable to submit an application through this site because of a disability. Contact Nortek Global HVAC's Human Resources (8000 Phoenix Parkway, O'Fallon, MO 63368); Telephone: (636) 561-7300 to discuss reasonable accommodations.

Hire may be contingent upon a post-offer medical examination and/or skill and agility tests, as appropriate for the position.

Follow this link for more information regarding your rights and Equal Employment Opportunity: <http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf>.

Nortek Global HVAC Online Applicant Privacy Policy

Welcome to the online application page for Nortek Global HVAC, LLC and its subsidiaries (individually or collectively, as the case may be, "Nortek Global HVAC"). Recruiting the right talent is crucial to achieving our goals.

Because we gather certain types of information about applicants during the recruitment process, we want to help you understand our practices surrounding the collection, use, and disclosure of your personal information.

Your Consent

By agreeing to the terms of this Privacy Policy, you consent to the collection, use, and disclosure of your personal information as described below. Before you agree to the terms of this Policy by clicking "I Agree" below, please read this Policy carefully. Once you agree, your consent will continue to apply to our collection, use, and disclosure of your personal information unless you revoke your consent by contacting us at AirHR@nortek.com. If you click "I Decline", you will not be able to use the online application page to apply for global career opportunities within the Nortek Global HVAC group of companies, and we may not be able to consider you for the position for which you are applying.

Scope of This Policy

This Privacy Policy applies only to information collected for recruitment purposes through Nortek Global HVAC's online application page and from other sources. The other sources might include information that you provide other than through the online application page, as well as information obtained, for example, from prior employers, other references, and other sources. This Policy does not apply to any other site or page that we own or operate. Our other sites have their own privacy policies.

The Information That We Collect About You and How We Use It

If you are interested in a job at Nortek Global HVAC and you choose to create an account at our online application page, you will have the opportunity to complete an online application and to submit additional information to us. You are responsible for providing information that is accurate, complete, and up-to-date when you submit it through the online application. If you apply for a position, Nortek Global HVAC also may collect personal information about you from third parties, such as those listed above, by telephone, letter, fax, email, or other means.

If you apply for a position in the United States, or indicate the U.S. as a preferred location when registering your profile, we are required by federal law to give you the opportunity to provide information about your gender and race or ethnic origin as required by federal law. The provision of this information is entirely voluntary. If you choose not to provide it, your application(s) will not be affected in any way. The information will be confidential and will only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the government for civil rights enforcement.

We will use the information that you submit to evaluate your application for employment and for related recruiting, reporting, and recordkeeping purposes, such as to check references or to conduct pre-employment screening.

If Nortek Global HVAC hires you, the information that you submitted through the online application and the information that we collect during the application process (with the exception of information regarding gender and race or ethnic origin) will become part of your personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes. Nortek Global HVAC will retain this information for the entire duration of your employment relationship with Nortek Global HVAC and for as long thereafter as permitted or required by applicable law.

Nortek Global HVAC will retain information of applicants who are not hired for two years after the hiring decision has been made unless (a) the applicant indicates that we may maintain the information on file until the applicant asks to delete the information, or (b) a shorter or longer retention period is legally required. These records will be retained for our internal recordkeeping and reporting purposes.

Nortek Global HVAC employees involved in the evaluation of your application and, if you are hired, in the administration of your employment relationship with Nortek Global HVAC will have access to your personal information on a need-to-know basis.

How We May Share Your Information

Nortek Global HVAC will not sell, lease, or license your personal information to any third party. There are limited circumstances when Nortek Global HVAC may share the information that you submit online with third parties, most notably:

- With third-party service providers. We may, for example, retain a third party to host all or portions of this site, to help maintain and manage our databases, to assist in the recruiting process, or to conduct pre-employment screening as permitted by applicable law. Providers are permitted to use your information only for the purpose(s) for which it was disclosed and in accordance with Nortek Global HVAC's instructions. We prohibit our providers by way of a written contract from further disclosing your information without our prior approval;
- With affiliated companies, such as grandparent, parent and/or subsidiary corporations, for their recruitment, recordkeeping, and/or reporting purposes;
- When required by law, such as when we respond to subpoenas, court orders, legal process, or a discovery request;
- If we believe that your actions violate applicable law, or threaten the rights, property, or safety of Nortek Global HVAC, our users, or others;
- If we sell some or all of our business, we may disclose all of the information that we have collected about you to a purchaser or, in due diligence, to a potential purchaser, but subject to a written confidentiality agreement.

International Transfer of Your Personal Information

If you have accessed our online application page from outside the United States, the personal information that you provide will be downloaded to a server maintained by Jobvite, a service provider under contract with Nortek Global HVAC, located at 1300 El Camino Real, Suite 400, San Mateo, California, in the United States. If you are hired, your information will be downloaded to a server maintained by Workday, Inc., with headquarters located at 6230 Stoneridge Mall Road, Pleasanton, California, in the United States.

Authorized employees of Nortek Global HVAC at locations outside the United States may have access to your personal information as part of the recruitment process. These employees may use and disclose your personal information only for recruitment purposes, and must handle that information in accordance with this Privacy Policy. The data protection laws where these companies are located may be less stringent than the laws of your home country.

Third-Party Sites

Nortek Global HVAC's online application page may contain links to third-party sites. Your use of each of those sites is subject to the conditions, if any, that each of those sites has posted. We have no control over sites that are not ours, and we are not responsible for any changes to, or content on, them. Our inclusion on our sites of any third-party content, or a link to a third-party site, is not an endorsement of that content or third-party site.

Security

We want you to feel confident about providing your personal information through the online application page, so we have implemented a security program to keep information that is

transmitted to our systems protected from unauthorized access. Your submissions of information to our secure server are protected by Secure Socket Layer (SSL) technology, utilized by many popular browsers to safeguard transmissions. This technology allows us to use encryption tools to protect information transmitted between your computer and our server. Through encryption, the personal information you enter, including your name, address, and Social Security number (if requested), is converted into code that is then securely dispatched over the Internet. Once our secure server receives your encrypted personal information, it is translated back into its original form and stored in our service provider's off-line database. After we have received your information, access to it is limited to those with a need to know.

While we strive to protect your personal information, we cannot guarantee the security of any information that you submit through the online application, and you do so at your own risk. We urge you to keep your username, password, and any other log-in credentials in a safe place as you share responsibility for maintaining the confidentiality of the information that you submit to us. It is a good practice to sign off your account and close your browser window when you have finished your visit to our online application page.

Accessing and Updating Your Information/Questions about This Policy/Revoke Your Consent

You can access, update, correct, or delete your account information and any information in your profile by visiting the online application page and clicking on "Edit Account Information" or "Edit Profile". If you would like to access the information that you have submitted through the online application page; wish to request that we update, modify, or delete your information; or have any questions about this Privacy Policy, please contact AirHR@nortek.com. You also can contact us at that email address if you would like to revoke your consent to our using and disclosing your personal information as described in this Privacy Policy. Any revocation will be effective only prospectively. **If you reside in Mexico**, you can contact us at AirHR@nortek.com to exercise your right to object to the processing of your personal information and to request restrictions on the use or transfer of your personal information.

Changes to This Policy

Nortek Global HVAC may change this Privacy Policy from time to time in its sole discretion. If we make a material change to this Policy, we will inform you by posting a notice on this site. Those changes will go into effect on the effective date posted in the revised notice. The new policy will apply to all current and past users of the online application page and to all information collected before the date of the change. The new policy will replace any prior policies that are inconsistent. Please check periodically for changes to this Policy, and especially before you provide any personal information to us. If we materially change how we use or disclose your personal information, we will contact you before doing so and obtain your consent before using or disclosing your personal information other than as described in this Policy.