PRIVACY POLICY

Last Updated: November 5, 2026

Welcome to www.ptsadvance.com (the "Site"), a website operated by PTS Advance, LLC ("Company," "us," "our," and "we"). PTS Advance, LLC is a Morson Group company. We are committed to maintaining robust privacy protections for our users.

We provide the Site and services provided through the Site (the Site and services will be collectively referred to as the "Services"). Our Privacy Policy ("Privacy Policy") is designed to help you understand how we collect, use, disclose, and safeguard the information you provide to us and to assist you in making informed decisions when using our Services.

By using our Site or Services, you acknowledge the practices described in this Privacy Policy. Where applicable law requires consent to a particular processing activity, we will obtain that consent in accordance with applicable law.

Types of Data We Collect

We collect "Non-Personal Information" and "Personal Information."

"Personal Information" means information that identifies, relates to, describes, or can reasonably be associated with an identified or identifiable individual. This may include, for example, your name, address, telephone number, email address, employment information, application information, and other information associated with or linked to you.

Children's Online Privacy Protection Act

We do not intentionally gather Personal Information from visitors who are under the age of 13.

If you believe that a child under the age of 13 has provided Personal Information to us, please contact us at privacy@ptsadvance.com so that we can take appropriate steps to delete the information.

Information You Provide to Us

We may collect Personal Information from you, such as your first and last name, email and mailing address, phone number, and password, when you create an account to log in to our network ("Account").

If you provide us feedback or contact us via email, we will collect your name and email address, as well as any other content included in the email, in order to respond to you.

When you participate in one of our surveys, we may collect additional information that you knowingly provide.

When you subscribe to or purchase Services through our Site, our payment processors or other service providers may collect information necessary to complete the transaction, including your name, payment information, billing information, and other information necessary to process the transaction.

We may retain information you provide or store through our Services, including files, messages, resumes, applications, and other employment-related information.

We are committed to protecting your Personal Information.

We may disclose Personal Information as described in this Privacy Policy and as permitted or required by applicable law.

We will maintain information you send to us by email in accordance with applicable law.

Information Collected via Technology

We may collect information provided by your browser, device, or software when you view or use the Services. This may include your referring URL, browser type, device information, IP address, date and time of access, and other information relating to your interaction with the Site.

We track this information using cookies, or small text files which include an anonymous unique identifier, as well as similar tracking technologies.

We may also use third-party analytics services, such as Google Analytics or Google Adsense, to collect information about how you use and interact with our Services.

We may also use pixels that allow social media sites to track visitors to outside websites so as to tailor advertising messages, and third parties may use cookies alone or in conjunction with web beacons or other tracking technologies to collect information about you.

Use of Your Personal Information

We use Personal Information either to respond to requests that you make or to aid us in serving you better. This includes using Personal Information to:

- facilitate the creation of and secure your Account on our network;
- identify you as a user in our system;
- provide improved administration of our Services;
- provide the Services you request;
- improve the quality of experience when you interact with our Services;
- send you a welcome email to verify ownership of the email address provided when your Account was created;
- send you administrative email notifications, such as security or support and maintenance advisories;
- respond to your inquiries related to employment opportunities or other requests;
- send newsletters, surveys, offers, and other promotional materials related to our Services and for other marketing purposes, including those of third parties; and
- perform marketing or data analysis.

We may also use Personal Information to:

- communicate with candidates, employees, clients, and other business contacts;
- evaluate and process employment applications and related information;
- maintain and improve the security and functionality of our Site and Services;
- prevent fraud, misuse, and other unlawful activity;
- comply with applicable laws, regulations, legal processes, or governmental requests; and
- support business operations within PTS Advance, LLC and the Morson Group, where permitted by applicable law.

Use of Non-Personal Information

To the extent permitted by applicable law, we may use and disclose information that does not identify or reasonably relate to an identifiable individual for legitimate business purposes.

Disclosure of Your Personal Information

As a general rule, we do not sell, rent, lease or otherwise transfer any information collected either automatically or through your voluntary action.

We may disclose Personal Information as described below and elsewhere in this Privacy Policy.

Morson Group and Affiliates

As part of the Morson Group, PTS Advance, LLC may share Personal Information with Morson Group companies and other affiliated entities where reasonably necessary to operate our business, provide Services, support recruitment and employment activities, administer business operations, maintain information technology systems, and comply with applicable legal obligations.

Any such sharing will be conducted in accordance with applicable data protection and privacy laws.

Third-Party Service Providers

We may share Personal Information with third-party service providers who perform services on our behalf, including providers of information technology, hosting, security, recruiting, applicant tracking, workforce management, analytics, communications, payment processing, and technical support services.

Other Disclosures

We may also disclose Personal Information in connection with a merger, acquisition, reorganization, financing, sale of assets, or other corporate transaction involving PTS Advance, LLC or the Morson Group.

We may also be required to disclose Personal Information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

Your Rights Regarding the Use of Your Personal Information

Depending on where you live and the laws applicable to you, you may have the right to:

- request access to Personal Information we hold about you;
- request correction of inaccurate or incomplete Personal Information;
- request deletion of Personal Information, subject to applicable legal exceptions;
- request restriction of certain processing activities;
- object to certain processing of your Personal Information;
- request portability of certain Personal Information;
- withdraw consent where processing is based on consent;
- opt out of certain marketing communications; and
- lodge a complaint with an applicable data protection or supervisory authority.

These rights may vary depending on applicable law and may be subject to limitations and exceptions.

To exercise applicable privacy rights or ask questions about how we process Personal Information, please contact privacy@ptsadvance.com.

Visitors' GDPR Rights

If you are located in the United Kingdom or European Economic Area, you may have additional rights under applicable data protection laws, including the UK General Data Protection Regulation ("UK GDPR") and/or the EU General Data Protection Regulation ("EU GDPR"), as applicable.

We will retain Personal Information for no longer than reasonably necessary for the purposes for which it was collected, unless a longer retention period is required or permitted by applicable law.

To exercise applicable rights, please contact privacy@ptsadvance.com.

International Data Transfers

Because PTS Advance, LLC is part of the Morson Group and operates in an international business environment, Personal Information may be accessed, processed, or transferred between countries in which PTS Advance, LLC, Morson Group companies, service providers, or other business partners operate, including from the European Union and the UK to the U.S.

When Personal Information is transferred internationally, we will take appropriate steps to ensure that the transfer is conducted in accordance with applicable data protection laws, including through an approved transfer mechanism, such as the EU Standard Contractual Clauses and the UK Addendum thereto or the EU-U.S. Data Privacy Framework and the UK Extension thereto, as described below.

Data Privacy Framework

PTS Advance, LLC complies with the EU-U.S. Data Privacy Framework and the UK Extension to the EU-U.S. DPF as set forth by the U.S. Department of Commerce (the "Data Privacy Framework"). PTS Advance, LLC has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. DPF Principles (the "Principles") with regard to the processing of Personal Information received from the European Union in reliance on the Data Privacy Framework and from the United Kingdom (and Gibraltar) in reliance on the UK Extension to the Data Privacy Framework.

If there is any conflict between this Privacy Policy and applicable Data Privacy Framework Principles, the Principles will govern with respect to Personal Information processed under the Framework.

Individuals may learn more about the Data Privacy Framework and review participating organizations through the U.S. Department of Commerce's Data Privacy Framework website at https://www.dataprivacyframework.gov/.

To request access to, correction, amendment, or deletion of Personal Information transferred to the United States in reliance on the applicable Data Privacy Framework, please contact privacy@ptsadvance.com.

Individuals with inquiries or complaints regarding our handling of Personal Information in reliance on the Data Privacy Framework should first contact PTS Advance, LLC at privacy@ptsadvance.com.

In compliance with the EU-U.S. Data Privacy Framework (EU-U.S. DPF) and the UK Extension to the EU-U.S. DPF, we commit to refer unresolved complaints concerning our handling of Personal Information received in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF to BBB National Programs, an alternative dispute resolution provider based in the United States. If you do not receive

timely acknowledgment of your Principles-related complaint from us, or if we have not addressed your Principles-related complaint to your satisfaction, please visit https://bbbprograms.org/programs/all-programs/dpf-consumers/ProcessForConsumers for more information or to file a complaint. The services of BBB National Programs are provided at no cost to you.

Under certain conditions, an individual may invoke binding arbitration for complaints regarding Data Privacy Framework compliance not resolved by any of the other Data Privacy Framework mechanisms. For additional information, please refer to Annex I of the Principles at https://www.dataprivacyframework.gov/framework-article/ANNEX-I-introduction.

The Federal Trade Commission has jurisdiction over our compliance with the Data Privacy Framework.

With respect to onward transfers of Personal Information subject to the Data Privacy Framework, we remain liable for processing such transfers in accordance with the Principles.

Security of Your Personal Information

We implement reasonable administrative, technical, and organizational security measures designed to protect Personal Information from unauthorized access, use, alteration, disclosure, or destruction.

While we use reasonable efforts to protect Personal Information, no method of transmission or electronic storage can be guaranteed to be completely secure.

Changes to This Privacy Policy

We reserve the right to update this Privacy Policy from time to time to reflect changes in our business practices, Services, applicable laws, or privacy requirements.

When we make material changes, we may notify you by posting a prominent notice on our Site, updating the “Last Updated” date, sending notice to the primary email address associated with your account where appropriate, or using another method required by applicable law.

We encourage you to periodically review this Privacy Policy for updates.

Contact Information

If you have questions regarding this Privacy Policy, our privacy practices, your Personal Information, or your applicable privacy rights, please contact us at:

PTS Advance, LLC

Morson Group

Email: privacy@ptsadvance.com