



Applicant Privacy Policy

Effective Date: 12.15.2025

Last Updated: 12.15.2025

This Applicant Privacy Policy (the “Policy”) describes the practices of GDS Wealth Management (“GDS” or “us” or “we”) regarding the information that is collected in connection with your application for a job or internship with us through our careers website and third-party recruiting platforms we use (the “Careers Site”).

1. CATEGORIES OF INFORMATION WE COLLECT THAT YOU PROVIDE

We may collect the following information from you in connection with your application through the Careers Site: name, e-mail address, mobile number, résumé, profile information, professional and other work-related licenses, permits and certifications, references, and any other information you elect to provide to us (e.g., employment preferences, willingness to relocate, current salary, desired salary, awards, or professional memberships).

If you do not provide sufficient information, we may be unable to consider your employment application.

However, please avoid submitting information that may qualify as sensitive personal information under applicable law, unless such information is specifically requested or required by law, including information regarding race, religion, ethnicity, nationality or national origin, age, gender identity, sex life or practices or sexual orientation, marital status, medical or health information (including disability status), genetic or biometric information, political or philosophical beliefs, political party or trade union membership, background check information, judicial data such as criminal records or information on other judicial or administrative proceedings, and veteran status.

If the personal information you provide contains any of the information referenced above, we will process such information only as permitted by applicable law and solely for purposes related to your job application.

Any information you submit through the Careers Site must be true, complete, and not misleading. It is your responsibility to ensure that information you submit does not violate any third party’s rights. If you provide us with personal information of a reference or any other individual as part of your application, it is your responsibility to obtain consent from that individual prior to providing the information to us.

2. USE OF INFORMATION

We collect and process information about you for the following reasons:

- a) Because you voluntarily provide this information;
- b) Because this information is necessary to take steps at your request prior to entering into an employment or internship;
- c) Because this information is important to us for legitimate business purposes related to recruiting and hiring;
- d) To comply with a legal obligation; or
- e) Where necessary to protect the rights, safety, or property of any person.

The information that you submit on the Careers Site will be used for our personnel recruitment, management, and planning purposes, as permitted by local law, including:

- To process your application;
- To assess your capabilities and qualifications for a job;
- To conduct reference checks;
- To respond to your inquiries and communicate with you about your application, and to send you information regarding the Careers Site and changes to our terms and policies;
- To comply with or monitor compliance with any applicable law or regulation;
- To conduct background checks if we offer you a position; and
- To preserve our other legitimate interests, for example, for our administrative purposes, aggregate management reporting, internal training, and as generally required to conduct our business.

Submission of an application does not create a contract of employment or a guarantee of consideration for, or offer of, employment. Nothing in this Policy alters the at-will nature of any employment relationship that may be established, as permitted by law.

We do not use automated decision-making tools to make final employment decisions. While certain technologies may support the hiring process, all hiring decisions involve human review.

If we hire you, personal information collected in connection with your application may be incorporated into our human resources systems and used for employment-related purposes.

We may also use personal information as necessary or appropriate under applicable law, to comply with legal process, to respond to lawful requests from government authorities, to protect our legal rights, or to pursue available remedies.

3. DISCLOSURE OF PERSONAL INFORMATION

We may share personal information with personnel who have a legitimate business need to know

the information, including recruiting, human resources, information technology, and management.

We may also share personal information with third-party service providers that support our recruiting, hiring, and information technology operations, such as hosting providers, applicant tracking systems, background check providers, and similar vendors.

We may disclose personal information as required or permitted by law, including in connection with legal proceedings or governmental requests, or to protect the rights, safety, or property of GDS or others.

Personal information may also be transferred in connection with a corporate transaction, such as a merger, reorganization, or sale of assets, to the extent permitted by law.

4. DATA RETENTION

We retain personal information for as long as necessary or permitted in light of the purposes for which it was collected, including to complete the recruitment process, comply with applicable legal and regulatory obligations, and protect our legal interests. Retention periods may vary depending on the nature of the information and applicable requirements.

Personal information may be deleted or anonymized when it is no longer required for these purposes, subject to applicable legal, regulatory, and recordkeeping obligations.

PASSIVE INFORMATION COLLECTION: COOKIES AND TRACKING TECHNOLOGY

When you visit the Careers Site, certain information may be collected automatically through cookies or similar technologies to support site functionality and understand site usage.

We may collect information about the device you use to access the Careers Site, including browser type, operating system, IP address, and pages visited. This information is generally used in an aggregated or non-identifiable manner, but may be associated with personal information in certain circumstances.

We may use third-party service providers, such as analytics or recruiting platforms, that collect information on our behalf. We do not control how such third parties use personal information beyond applicable contractual, security, confidentiality, and legal requirements.

Most web browsers allow you to manage cookie preferences through browser settings. The Careers Site does not currently respond to “Do Not Track” signals.

5. ACCESS AND CORRECTION

Where permitted by applicable law, you may request access to, correction of, or deletion of certain personal information we maintain about you. Such requests may be subject to legal exceptions and verification requirements.

Requests may be submitted to careers@gdswealth.com or by mail to 2910 Lakeside Village Blvd, Flower Mound, TX 75022.

6. SECURITY

We use reasonable organizational, technical and administrative measures to protect personal information within our organization. However, no method of transmission or storage is completely secure. In the event of a data security incident affecting personal information collected through the Careers Site, we will comply with all applicable federal and state breach notification laws.

We hereby disclaim, to the extent permitted by applicable law, any liability for us and our affiliates and contractors for any personal information we collect in connection with your application that is lost, misused, illegally accessed, disclosed, altered or destroyed or not timely delivered to our Careers Site.

7. LINKS TO THIRD-PARTY WEBSITES

The Careers Site may contain links to other websites. This Policy does not address, and we are not responsible for, the privacy, information or other practices of any third parties, including any third party operating any website or service to which the Careers Site links. The inclusion of a link on the Careers Site does not imply endorsement of the linked site or service by us. We encourage you to read the legal notices posted on those sites, including their privacy policies.

8. ABOUT CHILDREN

The Careers Site is not intended for individuals under the age of 18, and we do not knowingly collect personal information from anyone under 18.

9. CHANGES TO THE POLICY

We reserve the right to amend this Policy at any time in order to address future developments, the Careers Site, or changes in industry or legal trends. We will post the revised Policy on the Careers Site or announce the change on the home page of the Careers Site.

You can determine when the Policy was revised by referring to the “Last Updated” legend on the top of this Policy.

Any changes will become effective upon the posting of the revised Policy on the Careers Site. By continuing to use the Careers Site following such changes, you will be deemed to have agreed to such changes.

If you do not agree with the terms of this Policy, in whole or part, you can choose to not continue to use the Careers Site.

10. CONTACT US

Depending on your state of residence, you may have additional privacy rights under applicable state law, including the right to know, access, delete, or correct certain personal information collected during the application process. We will honor such rights as required by law. To exercise any applicable rights, please contact us at careers@gdswealth.com or 2910 Lakeside Village Blvd, Flower Mound, TX 75022.