



NOTICE OF USE OF ARTIFICIAL INTELLIGENCE IN EMPLOYMENT DECISIONS

Pilot Travel Centers LLC ("Pilot") is providing this notice to inform you that we use artificial intelligence (AI) in connection with our employment decisions. This is required by the Illinois Human Rights Act, as amended by the new Illinois AI law (HB 3773), effective January 1, 2026.

Scope of AI Use

AI tools may be used in various stages of the employment lifecycle, including, but not limited to, recruitment, hiring, promotion, renewal of employment, selection for training, discharge, discipline, tenure, or the terms, privileges, or conditions of employment. The use of AI can range from fully automated decision-making systems to systems that assist human decision-makers.

Nondiscrimination and Compliance

Pilot is committed to nondiscrimination in all employment practices. The Illinois Human Rights Act prohibits discrimination on the basis of protected classes (e.g., race, sex, age, etc.). The law makes it explicitly unlawful to use AI in a way that has the effect of subjecting applicants or team members to discrimination on the basis of these protected classes. Furthermore, we are prohibited from using zip codes as a proxy for any protected class when employing AI tools for employment purposes.

Future Guidance

The Illinois Department of Human Rights (IDHR) is currently developing rules that will provide further details on the circumstances, timing, and specific information required for this notice. Pilot will update its procedures and disclosures as necessary to comply with those forthcoming rules and requirements.