



Notice of Use Of Artificial Intelligence in Employment Decisions

LSI is committed to transparency, fairness, and equal opportunity in all employment decisions. LSI uses third-party recruiting platforms to advertise open positions, connect candidates with available roles, and receive applications. These platforms may use Artificial Intelligence (“AI”) or automated technologies to support functions such as job matching, resume organization, or candidate sourcing.

Employment Decisions

LSI does not use AI or automated decision-making tools to make employment decisions, including decisions related to hiring, promotion, compensation, discipline or termination. Any AI or automated tools used by third-party recruiting platforms do not independently determine whether an applicant is selected, rejected, or hired; all employment decisions at LSI are made by human personnel.

AI Systems

The following AI System is used by LSI:

Indeed Hiring Tools

- *Developer/Vendor:* Indeed, Inc.
- *Product:*
 - Advanced Matching – uses Indeed’s advanced AI to dynamically prioritize stronger candidate-job matches across all roles; and
 - Premium Matched Candidates – provides a curated list of relevant candidates for each Premium job, providing AI-generated candidate summaries and sending default or AI assisted outreach to invite candidates to apply.
- *Covered Employment Decisions:* Recruitment (candidate recommendations and summaries).
- *Purpose:* LSI uses Indeed’s decision-support tools to review candidate recommendations based on LSI-defined criteria. Indeed uses both predictive and generative AI models across its platform. These models support Indeed in being able to provide recommendations to job seekers, recommended matches to employers, job optimization recommendations for postings, in addition to unusual activity detection and fraud detection. LSI’s human recruiters and personnel remain in control and can override any recommendation.
- *Information Processed:* Information that an Indeed customer uploads or otherwise provides Indeed in connection with its use of the Indeed service.
- *Positions:* LSI roles posted or sourced via Indeed.



Point of Contact and Reasonable Accommodation

Point of Contact: If you have any questions about the AI system and its use by LSI, please contact the HR Manager at HRDept@belivelsi.com.

Reasonable Accommodation: If you need a reasonable accommodation or have questions about how to request the accommodation, please contact the HR Manager at HRDept@belivelsi.com.

Illinois Human Rights Act – Use of AI in Employment Decisions (775 ILCS 5/2-102(L))

This notice is provided in accordance with the Illinois Human Rights Act 775 ILCS 5/2-102(L) and IDHR Draft Rules Title 56, Chapter II, Part 2520, Subpart J.

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, LSI does not use artificial intelligence in any manner that results in discrimination based on any protected class under the Illinois Human Rights Act. LSI also does not use zip codes or geographic indicators as a proxy for protected class status when using artificial intelligence or automated decision-making tools.