



Pre-Use Notice: Artificial Intelligence and Automated Decision-making Technology with Respect to Employment

This notice explains how we use artificial intelligence (“AI”) or automated decision-making technology (“ADMT”) to make certain decisions about you with respect to employment, the rights available to you under state laws, such as the Illinois Human Rights Act, as amended to prohibit discriminatory uses of AI in employment, the California Consumer Privacy Act (“CCPA”) and similar state laws, and applicable regulations, and how to exercise those rights.

Purpose of AI or ADMT Use. We may use AI or ADMT third-party services such as LinkedIn for AI-assisted employment searches. These AI-based services assist us in building plain language input to create structured search filters for search requirements such as location, skill sets or expertise, and job titles. We may also use AI-based tools to assist with basic tasks such as summarizing applicant information, improving candidate experience, and interview scheduling. These tools are intended to help us find talent faster and more efficiently.

Contact Information. You may contact our Human Resources department for more information using the following:

Email: HRCompliance@EquiTrust.com

Phone: 888-400-5759

Postal Address:

EquiTrust Life Insurance Company
Attn: Human Resources
7100 Westown Parkway
Suite 200
West Des Moines, IA 50266-2521

Last updated: March 2, 2026. We will provide updates to this notice before using ADMT for a new significant decision purpose or when our practices materially change, consistent with applicable regulations.