

Raytheon Technologies Corporation Job Applicant Website Terms of Use

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RTX may revise these Terms and its [Job Applicant Privacy Notice](#), which is incorporated by reference, at any time and will provide notice by posting the updated terms on this website with an updated effective date. You are encouraged to check these Terms for any updates, which will be effective when posted.

1. Use of This Website

The sole purpose of this website is to enable you to search and apply for employment positions with RTX. Use of this website does not create an employment relationship between you and any RTX company. You expressly agree that no such employment relationship will be created without: further review of the submitted information; an appropriate successful interview process; background, screening and reference checks, to the extent permitted by applicable law; verification of identity and the legal right to work by a RTX entity; and a formal written offer of employment from a RTX entity.

You agree that you will neither use the website in a manner nor submit any material that:

- (a) is defamatory, derogatory, degrading or harassing of another or constitutes a personal attack;
- (b) invades another’s privacy or includes, copies, or transmits another’s confidential, sensitive, or personal information, without explicit written permission from that person;
- (c) promotes bigotry, racism, hatred or harm against any group or individual;
- (d) is pornographic, sexually-explicit, obscene, abusive, threatening, defamatory, or libelous;
- (e) violates or infringes or promotes the violation or infringement of another’s rights, including without limitation intellectual property rights;
- (f) violates or promotes the violation of any applicable laws or regulations;
- (g) is dishonest, misleading, or involves a misrepresentation of your identity;
- (h) contains a solicitation of funds, goods or services, or promotes or advertises goods or services;
- (i) involves use of the website or any of the contents of the website for any purpose other than to facilitate the application for employment with RTX and as may be required to fulfill RTX’s legal obligations;
- (j) violates or attempts to violate the security of this website, such as by accessing data that is not intended for you, attempting to probe, scan or test the vulnerability of a system or

network, or breaching security or authentication measures without written authorization from RTX;

- (k) accesses, alters, deletes, or otherwise affects a profile, submission, or content of another user;
- (l) impersonates another person or uses another person's likeness or portrait, or creates user accounts under false or fraudulent pretenses;
- (m) implies an RTX endorsement or partnership or other relationship, without RTX's written consent;
- (n) reverse engineers or decompiles any parts of the website;
- (o) introduces software onto the website, or accesses the website so as to produce multiple accounts, generate automated messages, or strips, scrapes, or mines data from RTX; or
- (p) contains any viruses, malware, Trojan horses, or other components designed to limit or harm the functionality of a computer, software, system, or network.

RTX may report you to the relevant authorities and may exercise its rights to the fullest extent of applicable laws if you violate these Terms.

2. Limited License and Reservation of Rights

Subject to the Terms set forth herein and all applicable laws and regulations, RTX grants you a non-exclusive, non-transferable, personal, limited right to access, use and display this website and attendant materials solely for your non-commercial use. This authorization is not a transfer of title to the website and materials contained herein and is subject to the following restrictions:

(1) you must retain, on all copies of the website and materials, all copyright and other proprietary notices; and (2) you may not modify the website or materials in any way or reproduce or publicly display, perform or distribute or otherwise use the website and materials for any public or commercial purpose, except as otherwise specifically permitted herein. You agree not to resell or assign your rights or obligations under these Terms. You also agree not to make any unauthorized commercial use of this website.

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3. Electronic Signatures

You agree to transact electronically through this website, which means that:

- (a) your electronic signature is the legal equivalent of your manual signature, subject to applicable law;
- (b) your use of a key pad, mouse or other device to select an item, button, icon or similar act/action, constitutes your signature as if actually signed by you in writing;
- (c) no certification authority or other third party verification is necessary to validate your electronic signature, and that the lack of such certification or third party verification will not in any way affect the enforceability of your electronic signature and your intention to be bound by it.

In order to access, fulfill and retain the electronic forms, your computer must be equipped and compatible with the most common operating systems and internet browsers.

If you decline to use an electronic signature, you will be unable to apply for employment through this website.

4. Your Submissions

All information you submit in the application process, whether via the website, e-mail, or otherwise, including, but not limited to, an application, resume, transcript, references, credentials, feedback, questions, comments, suggestions, ideas, graphics or computer files of any type shall be a "Submission."

You warrant that:

- (a) you have the right and authority to provide and/or disclose any Submissions;
- (b) you are solely responsible for the form, content, and accuracy of your Submissions;
- (c) you have only disclosed information that is true, accurate and not misleading (including by omission), and nothing you have submitted is known by you to be false, inaccurate, or misleading;
- (d) you have a legal right to live and be employed in the jurisdiction in which you are applying for employment, or you have disclosed your need for work authorization in your application for employment. If that legal right is limited in time, you have disclosed when it expires;
- (e) you are the job applicant and have accurately represented your identity;
- (f) you have obtained consent from any other person (such as a reference) about whom you are submitting personal information;
- (g) you have not provided personal information relating to or identifying a person under the age of 18, unless for the purpose of an apprenticeship open to an individual under the age of 18;
- (h) your Submissions or any offer of employment that may result from your Submissions would not infringe any legal obligation that you may have to any third party, including under laws related to copyright, trademark, patent, trade secret, confidentiality, notice

period, restrictive covenant, non-competition or other intellectual property rights, privacy rights, or any other legal or moral rights of any third party;

- (i) you were not and will not be compensated or granted any consideration by any third party for entering your Submission or taking up any offer of employment from RTX, and any salary or wages paid to you upon taking up any offer of employment will not be remitted to any third party; and
- (j) there is no reason that you cannot perform the essential job duties for which you are applying in a manner that is safe and not injurious to you or any other person, or any such reason has been disclosed fully in your Submission. You will immediately disclose any such reason should one arise after you have submitted your application.

For any and all Submissions, you expressly grant RTX a royalty-free, perpetual, irrevocable, non-exclusive right and license to use, reproduce, modify, adapt, publish, translate and distribute such material (in whole or in part) worldwide, and to incorporate it in other works in any form, media or technology now known or hereafter developed, and expressly waive any and all rights to claim of authorship, subject to the [Job Applicant Privacy Notice](#). The material collected shall not be used for commercial purposes.

Do not use the website to submit creative ideas, inventions, suggestions, or any other materials in which you are unwilling to grant RTX a royalty-free, perpetual, irrevocable, non-exclusive right and license to use, reproduce, modify, adapt, publish, translate and distribute such material (in whole or in part) worldwide, and to incorporate it in other works in any form, media or technology now known or hereafter developed.

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You consent and grant to RTX the right to modify, adapt, translate or create other derivative works and to dispose of and use such derivative works and to permit the exercise of derivative rights. You warrant that the owners of Submissions for which you are not the owner do the same.

5. Security, Passwords and Means of Accessing the Website and Content

You agree not to nor assist another to:

- (a) access or use the website in any manner that could damage, disable, overburden, or impair any RTX accounts, computer systems, or networks;
- (b) attempt to gain unauthorized access to any parts of the website or any RTX accounts, computer systems or networks;

- (c) interfere or attempt to interfere with the proper working of the website or any RTX accounts, computer systems or networks;
- (d) use any robot, spider, scraper or other automated means to access the website or any RTX accounts, computer systems or networks without RTX's express written permission.

You must complete the registration process to open an account by providing us with current, complete and accurate information as required by the applicable registration form. You may also be required to choose a password and a user name. Access to and use of password-protected or secure areas of the website are restricted to authorized users only. You agree not to share your password(s), account information, or access to the website with any other person. You are responsible for maintaining the confidentiality of password(s) and account information, and you are responsible for all activities that occur through the use of your password(s) or account(s) or as a result of your access to the website. You agree to notify RTX immediately of any use of your password(s) or account(s) that you did not authorize or that is not authorized by these Terms.

If you access this website, you are responsible for ensuring that you do so in compliance with the laws of your jurisdiction.

If you use the website through a mobile device, you agree that information about your use of the website (including without limitation about your device identification information and physical location) may be communicated to RTX through your mobile device and carrier. In addition, use of the website through a mobile device may cause data to be displayed on and through your mobile device. You acknowledge that you are responsible for all charges and necessary permissions related to accessing the website through your mobile device and your access provider or carrier.

6. Monitoring

RTX has no obligation to monitor the website. RTX, however, reserves the right to review the website and content and to monitor all use of and activity on the website, and to remove or choose not to make available on or through the website any content (including your Submissions) in its sole discretion. RTX may remove content that is confidential or proprietary to you or a third party without permission.

7. Termination of Use

RTX reserves the right to delete your account and all of your Submissions associated with your account, subject to any retention requirements under applicable law, if you violate these terms or after a period of inactivity, as further described in the [Job Applicant Privacy Notice](#). RTX may, in its sole discretion, at any time discontinue providing or limit access to the website, in whole or in part. RTX may terminate or limit your access to or use of the website if RTX determines, in its sole discretion, that you have infringed the copyrights or other legal rights of a third party, or

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9. Indemnity

YOU AGREE TO INDEMNIFY AND HOLD HARMLESS RTX, ITS OFFICERS, DIRECTORS, EMPLOYEES AND AGENTS FROM AND AGAINST ANY AND ALL THIRD-PARTY CLAIMS, LIABILITIES, DAMAGES, LOSSES OR EXPENSES, INCLUDING REASONABLE ATTORNEYS' FEES AND COSTS (OR LEGAL FEES AND DISBURSEMENTS), DUE TO, OR ARISING OUT OF, YOUR USE OF THIS WEBSITE, ANY SUBMISSION YOU MAKE TO THE WEBSITE, YOUR VIOLATION OF THESE TERMS, OR YOUR VIOLATION OR INFRINGEMENT OF ANY THIRD-PARTY RIGHTS, INCLUDING INTELLECTUAL PROPERTY RIGHTS.

10. Disclaimer of Warranty

RTX makes no warranty that:

- (a) the website or content will meet your requirements;
- (b) the website will be available on an uninterrupted, timely, secure, or error-free basis;
- (c) the results that may be obtained from the use of the website or any content provided on or through the website will be accurate or reliable; or
- (d) any content obtained by you on or through the website will meet your expectations.

RTX will have no responsibility for any damage to your computer system or loss of data that results from the use of the website. RTX recommends that you back-up any Submissions provided on this website. RTX reserves the right to make changes or updates to, and monitor the use of, the website and content provided on or through the website at any time without notice.

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Some jurisdictions do not allow the disclaimer or exclusion of certain warranties or the disclaimer, exclusion or limitation of certain liabilities. To the extent that they are held to be legally invalid, disclaimers, exclusions, and limitations set out in these Terms, including those set out in sections 10 (disclaimer) and 11 (limitation of liability), do not apply, and all other terms will remain in full force and effect.

13. Privacy Notice

All personal information collected on the website may be accessed and stored globally and will be treated in accordance with RTX’s [Job Applicant Privacy Notice](#). You understand that RTX collects, uses, processes, possesses, and otherwise stores your personal information, including sensitive personal information, and utilization data, and you consent to RTX collecting, using,

processing, and otherwise storing such information, relating to you for purposes described in RTX's [Job Applicant Privacy Notice](#). You further agree that RTX may share such data with third party service providers as described in RTX's [Job Applicant Privacy Notice](#). Please refer to the [Job Applicant Privacy Notice](#) for the full declaration of privacy rights associated with these Terms.

14. Waiver and Severability

The failure of RTX to exercise or enforce any rights or provisions in these Terms will not constitute a waiver of such right or provision. If any part or provision of these Terms is found to be unenforceable, such part or provision may be modified to make these Terms (as modified) legal and enforceable. The rest of the Terms shall not be affected.

15. Equal Employment Opportunity

RTX complies with relevant applicable laws in relation to recruitment of potential employees.

16. Applicable Laws

All matters relating to your access to, and use of, the website and content provided on or through the website will be governed by U.S. federal law or the laws of the State of Connecticut. Any legal action or proceeding relating to your access to, or use of, the website or content will be instituted in a state or federal court in the State of Connecticut. You and RTX agree to submit to the jurisdiction of, and agree that venue is proper in, these courts in any such legal action or proceeding.

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17. Contact Information

If you have any questions regarding these Terms, please contact RTX by email at RTXRecruiting@rtx.com or by mail at Raytheon Technologies Corporation – Talent, 4 Farm Springs Road, Farmington, CT 06032, USA.

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