

NOTICE TO APPLICANTS — BACKGROUND CHECK AND CRIMINAL HISTORY REQUIREMENTS FOR AVIATION EMPLOYMENT

Spartan College of Aeronautics and Technology

PLEASE READ THIS NOTICE CAREFULLY BEFORE ENROLLING

Spartan College of Aeronautics and Technology is committed to preparing students for careers in the aviation and aeronautics industries. Before you enroll, however, it is essential that you understand that employment in these fields is subject to extensive federal background screening requirements administered by the Transportation Security Administration (TSA), the Federal Bureau of Investigation (FBI), the Federal Aviation Administration (FAA), and other federal agencies. These requirements exist independently of Spartan College, and the College has no authority to determine, predict, or guarantee whether any individual applicant will pass the screenings necessary to obtain employment, credentials, or security clearances in the aviation industry.

This notice is provided so that you may make an informed decision about your education and career path. It is your responsibility to review the information below, assess your own eligibility, and seek independent legal counsel if you have questions about whether your personal history may affect your ability to obtain the credentials or clearances required for employment in your chosen field.

Who Is Subject to Background Screening

Federal law requires employment investigations, including criminal history record checks, for any person seeking unescorted access to aircraft or secured airport areas. This requirement applies broadly and covers, among others, the following categories of aviation professionals:

Airport workers requiring Security Identification Display Area (SIDA) badges, including baggage handlers, fuelers, aircraft mechanics, and ramp agents, must pass a fingerprint-based criminal history records check and a name-based security threat assessment before receiving a badge. Airline employees in security-sensitive roles — including pilots, flight engineers, flight attendants, dispatchers, security coordinators, and screening personnel — are also subject to TSA vetting requirements. Air traffic controllers at non-FAA facilities must undergo security screening as well as drug and alcohol testing. Non-U.S. citizens seeking flight training in the United States must complete a TSA security threat assessment and receive a Certificate of Eligibility before beginning instruction.

If you are pursuing a career in any of these areas, you should expect that a background check will be a mandatory condition of employment.

What the Background Screening Covers

Background screening and credentialing requirements vary by role, work location, and employer, and they may involve one or more government agencies or airport authorities. Depending on the position, required screening may include a TSA security threat assessment and/or an airport- or employer-administered fingerprint-based criminal history records check. If the applicable

screening results in a finding that you are not eligible for the required credential, badge, clearance, or authorization, you may not be able to work in the position or field.

Fingerprint-Based Criminal History Records Check. Your fingerprints may be submitted for review against criminal history databases covering multiple jurisdictions. Eligibility determinations are made under applicable federal, state, and local requirements and may include role-specific disqualifying criteria and lookback periods.

Security Threat Assessment / Watchlist Screening. Depending on the role, your biographical information may be screened against terrorism-related, law enforcement, and immigration-related databases, and may be subject to additional review.

Lawful Presence / Work Authorization Verification. Depending on the role and employer, you may be required to demonstrate lawful presence and/or authorization to work in the United States. Failure to satisfy these requirements may result in ineligibility.

Criminal History and Other Factors That May Affect Eligibility

Background screening programs and employer policies may disqualify an individual based on criminal history and other factors, and the standards may vary depending on the credential, badge, clearance, or position at issue.

In general terms, certain felony convictions and related conduct may result in ineligibility for one or more aviation-related credentials or positions, and some disqualifying events may be permanent while others may apply only for specified periods. Screening programs may also consider pending criminal matters, unresolved arrest dispositions, warrants, indictments, probation or parole status, or similar issues.

In addition, eligibility determinations may be affected by factors such as discrepancies or materially false statements in an application, inability to satisfy identity or lawful presence/work authorization requirements, and other conduct or history that a government agency, airport authority, or employer determines is inconsistent with the security- or safety-sensitive nature of the role.

Drug and Alcohol Testing Requirements

Separate from the criminal background check, anyone performing a safety-sensitive function in aviation must comply with FAA drug and alcohol testing requirements. This includes pre-employment testing, random unannounced testing, post-accident testing, reasonable-cause testing, and return-to-duty and follow-up testing after any violation. A positive test, a refusal to test, or an adulterated specimen constitutes a violation and becomes part of your permanent record and may be reviewed by prospective employers.

Employment and Credentialing Records

Depending on the role and the employer, you may be required to disclose, and prospective employers may be permitted or required to review, information about your prior employment, training and qualification history, certifications, driving history, and drug and alcohol testing history through one or more recordkeeping systems or lawful background screening processes.

These records and disclosures may affect hiring decisions and continued eligibility to work in safety- or security-sensitive positions.

Recurrent Vetting and Ongoing Obligations

Passing an initial background check does not guarantee continued eligibility. Depending on the credential or authorization required for a given role, you may be subject to ongoing monitoring and re-screening, and you may have continuing obligations to report certain events (for example, arrests, convictions, or changes in status) to an airport authority, government agency, or employer. If you fail to satisfy ongoing requirements, you may lose required access, credentials, or eligibility to work in your chosen field.

Applicant Acknowledgment and Responsibility

Spartan College of Aeronautics and Technology provides this notice for informational purposes only. The College is not a law enforcement agency, a government regulatory body, or a legal services provider. **The College does not and cannot make any determination as to whether you will pass the background checks, security threat assessments, drug and alcohol screenings, or other eligibility requirements imposed by the TSA, FAA, FBI, any other federal, state, or local authority, or any individual employer.** The College does not guarantee employment or employability in any field upon completion of any program of study.

It is solely your responsibility as an applicant to understand the background check requirements that apply to the career field you are pursuing, to assess how your personal history may affect your eligibility for employment in that field, and to seek qualified legal counsel if you have any questions or concerns about your eligibility. The information provided in this notice is a summary only and does not constitute legal advice. Federal regulations and agency policies are subject to change at any time without prior notice.

While Spartan College will endeavor to maintain current information in its notices and communications, the College does not warrant that this notice reflects the most recent legal or regulatory developments at any given time. It remains your ongoing obligation to stay informed of any changes to applicable background screening requirements, disqualifying offenses, and credentialing standards that may affect your eligibility for employment in your chosen field. You should review current eligibility standards and background screening requirements by consulting publicly available information from relevant federal agencies (such as those responsible for aviation security and safety), airport operators and other credentialing authorities, and prospective employers, as well as other official government resources addressing aviation worker vetting and security-sensitive employment.

By signing below, you acknowledge that you have read and understood this notice, that you are aware that employment in aviation-related fields is contingent upon successful completion of federal background screening and other eligibility requirements, and that Spartan College of Aeronautics and Technology bears no responsibility for any inability on your part to obtain the necessary credentials, clearances, or employment due to your personal background or history.