

Jupiter Entertainment Recruitment Privacy Notice

Effective date August 2021

This Recruitment Privacy Notice (“**Notice**”) describes how Jupiter Entertainment, LLC (“**Jupiter Entertainment**”, “**us**”, “**our**”, or “**we**”) handle and protect your personal information in connection with our recruiting processes and programs. Personal information is any information that directly or indirectly identifies you as an individual.

By submitting your personal information to us, you acknowledge that:

- You have read and understood this Notice and agree to the use of your personal information.
- You are not required to provide any requested information to us, but failure to do so may result in not being able to continue your candidacy for a job with us (except where we have indicated that providing the information is voluntary).
- The information you give us is true and correct to the best of your knowledge and belief, and you have not knowingly omitted any unfavorable information. Providing any inaccurate information may make you ineligible for employment.
- This Notice does not form part of any contract of employment offered to candidates hired by Jupiter Entertainment.

To Whom Does This Notice Apply?

This Notice only applies to the personal information of job applicants, potential candidates for employment, and those who participate in our recruiting programs and events. It covers personal information submitted for recruitment purposes directly to Jupiter Entertainment through the online application process and follow-up communications and/or through alternative channels (e.g., via social media sites).

This Notice does not apply to our employees, contractors or customers, or to other personal information that we collect for other purposes.

What Personal Information Do We Collect?

We will collect, process, and use the following categories of personal information in accordance with this Notice, unless there is a conflict with applicable law, in which case, applicable law will prevail:

- **Identification information**, such as your name, photo, signature, government-issued identification information, and certain login credentials associated with online applications.
- **Contact information**, such as your home address, telephone number, and email address.
- **Career and education information**, such as work history, CV or resume, education history, and information from interviews with you, your references, or other third parties.
- **Background check information**. See the note on this below.

- **Information related to demographics or protected characteristics**, such as your age, gender, race and ethnicity, information regarding eligibility and fitness for work, and other information about you, as described in more detail in our ***Note About Sensitive Information*** below.
- **Audio or visual information**, such as video data if you participate in video interviews or attend an interview at a location with CCTV, and call recordings.
- **Internet or other electronic network activity information**, such as your IP address, cookie information, device identifiers, browser characteristics, operating system details, language preference, and browsing information, as described in more detail in our Privacy Policy.
- **Other information you provide to us** that is relevant to the potential employment relationship, including information gathered about you through interviews with you.
- **Other data from third-party sources** that is relevant to the potential employment relationship, including professional recruiting firms, your references, prior employers who you have given us permission to contact, publicly available sources, such as third-party social media websites you allow to publish or provide us with your personal information (e.g., LinkedIn), and, to the extent permitted by applicable law, employment background check providers.

Note About Background Screening

If you receive an offer from us, depending on the role, we may then conduct a background check and additional information (as permitted by applicable law) on criminal history. Background screening will only be done where permitted by law applicable to the location where the position is located and to the extent necessary and proportionate to the role that you are being offered. A background check will only involve criminal background data to the extent permitted in your specific jurisdiction.

Note About Sensitive Information

Sensitive personal information is a subset of personal information that includes race or ethnicity, health, gender, gender identity, sexual orientation, and other demographic information. This information may be relevant to casting and helps us create an inclusive and diverse work environment. Except where we indicate otherwise, providing this sort of information is completely voluntary during the recruiting process.

How Do We Use the Personal Information?

We collect and use this information for a variety of reasons related to your candidacy:

- Evaluating and responding to your employment application, including reviewing your education and job history, facilitating interviews, checking references and conducting background checks, and notifying you of relevant additional vacancies with us that may interest you.
- Taking steps to prepare for a possible employment relationship.
- Monitoring and ensuring compliance with applicable policies, procedures, and laws, including conducting internal investigations.

- Communicating with you, our employees, and third parties.
- Responding to and complying with requests and legal demands from regulators or other authorities.
- Complying with corporate financial responsibilities, including audit requirements (both internal and external) and cost/budgeting analysis and control.
- Managing risks and addressing legal matters.
- For any other purpose, with your consent.

We may also use your personal information for our analytics purposes, including in aggregated/pseudonymized form, to improve our recruitment and hiring process and augment our ability to attract successful candidates.

Cookies and Other Tracking Technologies

We may use first party and third-party cookies, tracking pixels, and other similar technologies (collectively “Cookies and Other Tracking Technologies”) to identify you and your interests, to remember your preferences, and to track your use of our websites. We also use Cookies and Other Tracking Technologies to control access to certain content on our websites, to protect the websites, and to process certain requests that you make of us. You can learn more about our use of Cookies and Other Tracking Technologies by reading the *Information Collected Automatically* section of our Privacy Policy.

Contact Us

If you have any questions about this Notice, please contact us at:

privacy@jupiterent.com

Jupiter Entertainment reserves the right to modify this Notice. The effective date at the top of this Notice indicates when it was last updated.