

Notice of Collection of Personal Information for California Residents

To Applicants for Employment Positions or Independent Contractor Engagements

This Notice of Collection for California Residents explains how GROUP NINE MEDIA, Inc., (“GNM”, “we” or “us”) collect and use your personal information when you submit it to us by website, email, paper, or other method to apply for employment with GNM or for work as an independent contractor. Note that, in most cases, we will supplement the information you provide with other personal information from third parties we select, such as background check information providers, from third parties that you instruct or authorize to send information to us, and from publicly available information.

If you are a prospective employee, the categories of personal information listed below that we receive will be used to assess your suitability as a GNM employee, to evaluate your qualifications for available or anticipated employment positions at GNM, and for the purposes of complying with applicable laws. Unless you direct otherwise in writing, we may (but are not obligated to) retain the personal information you provide to consider your eligibility for any available or anticipated employment positions at GNM. If your application is successful, your personal information will form part of your employment records and will be retained by GNM accordingly.

If you are a prospective independent contractor, the categories of personal information listed below that we receive will be used to assess your suitability for available or anticipated engagements to perform work for GNM as an independent contractor, and for the purposes of complying with applicable laws. Unless you direct otherwise in writing, we may (but are not obligated to) retain the personal information you provide, and we may use that information to consider your eligibility for any available or anticipated engagements to perform work for GNM as an independent contractor. If your application is successful, your personal information will form part of our records and will be retained by GNM accordingly.

The categories of personal information we may collect and process (but only to the extent and in a manner that is consistent with applicable law) are as follows:

- *Personal identifiers and demographics.* We collect personal identifiers such as your name, contact information and demographic information. Sensitive identifiers such as Social Security, passport, and driver’s license numbers should only be collected when there is a need for those identifiers (for example, to comply with immigration requirements or for the purposes of obtaining background checks).
- *Job preference information.* We will receive the information you submit about your job preferences (such as the posting and description of the job to which you apply, your compensation expectations, and your preferred start date).
- *Professional, employment, and education information.* We collect professional, and employment-related information (such as the information you provide in your cover letter and resume/CV and a list of skills)
- *Health information.* We may receive health-related information from you that is relevant to your application, such as when you provide information about your ability to perform certain job functions, the need for accommodations, or a disability.

- *Protected class information.* We may receive protected class information from you as defined by applicable law (such as race, gender, disability status, and veteran status). Note that the EEOC information you provide is not connected to your application but rather is anonymized for company reporting purposes.
- *Comments.* We receive any comments and messages you submit along with your job applications.
- *Background check and public records information.* With your permission, dependent on your position and/or department, we may receive information contained in background check reports and in public government records (such as work history, credit history, driving records, criminal records, and court records).
- *Publicly available information.* We may review publicly available social media pages and other public Internet postings, to the extent permissible under applicable law.
- *Inferences from the information listed above.* We may use the information listed above to make inferences about your behavior and aptitude for employment-related decisions. For example, we will use the professional, employment, education, and background check information to evaluate your qualifications for employment with GNM.
- *Signature Data.* We collect your signature and related authentication details in connection with any documents you electronically or physically sign and provide to us. This information may be used to maintain the integrity of our processes, enforce rights, prevent fraud, and validate your identity.

In addition, we may automatically collect other categories of personal information when you use a GNM website to submit your application to us. We use this information to provide and improve our website and job application processes, for anti-fraud purposes, and to create aggregate internal reports on website usage and activity, such as views of certain job postings. These additional categories may consist of:

- *Online identifiers.* We may collect your IP address and other online identifiers when you use GNM websites.
- *Website activity information.* We may monitor and collect GNM website activity information, such as website clicks, content and page views, and the website each visitor visited prior to our website.

If you have any questions concerning the above, please contact us at people@groupninemedia.com.