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## RAINE CALIFORNIA JOB APPLICANT PRIVACY NOTICE

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Effective Date: May 2025

This Job Applicant Privacy Notice (this “Notice”) aims to give California Job Applicants of The Raine Group LLC and its controlled affiliates (collectively, “Raine” or “we”) information on how their Personal Information is collected, used and disclosed by Raine.

For the purposes of this Notice, the term “Job Applicant” includes current and former applicants for employment at Raine who are California residents.

### **Scope**

This Notice applies to current and former Job Applicants whose Personal Information is collected by Raine. In this Notice, “Personal Information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular California resident.

### **Collection of Personal Information**

The Personal Information we collect about Job Applicants includes data within the categories below. These categories are defined by California law and represent the categories of Personal Information that we have collected about Job Applicants. Where we collect this data, the purposes for which we process it, and how we have disclosed Personal Information to third parties in the past 12 months are consistent with how we treat other data under this Notice as described below. We do not necessarily collect all data listed in a particular category, nor do we collect all categories of data for all Job Applicants.

We have also disclosed data in each of the following categories to our affiliates and service providers for our business purposes within the last 12 months. Where directed by you, we may also disclose each of the following categories (except sensory data) to third parties you use as references. We may receive requests for data from regulatory authorities, our auditors and/or our legal advisors. If requested from such parties, we would disclose Personal Information relating to Job Applicants as appropriate. More information on how we disclose this data can be found in the “Disclosure of Your Personal Information” section below.

We do not sell Personal Information relating to Job Applicants or share Personal Information relating to Job Applicants for “cross-contextual behavioral advertising,” as those terms are defined under California law.

<b>Category</b>	<b>Purpose of Collection</b>
<b>Personal identifiers</b> such as a real name, alias, postal address, unique personal identifier, online identifier Internet Protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.	<ul style="list-style-type: none"><li>Managing your application, including evaluating your candidacy, qualifications and experience, interviewing you, and consulting with recruitment firms and references you have provided to us as part of the application process.</li></ul>

	<ul style="list-style-type: none"> <li>• Creating records in our Human Resources and recruitment systems to manage our recruitment process.</li> <li>• Ensuring our compliance with laws and regulations, including verifying your right to work.</li> <li>• Processing and managing applications for roles at Raine, evaluating you for open positions that match your interests and experience across Raine and manage your candidate profile.</li> <li>• Organizing an interview, and making you aware of employee benefits you may elect to receive or to determine any accommodations you may require (if you are required to travel to us to interview, we may use a subset of this information to arrange your travel).</li> </ul>
<p><b>Information about you</b> that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, your name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.</p>	<ul style="list-style-type: none"> <li>• Managing your application, including evaluating your candidacy, qualifications and experience, interviewing you, and consulting with recruitment firms and references you have provided to us as part of the application process.</li> <li>• Creating records in our Human Resources and recruitment systems to manage our recruitment process.</li> <li>• Ensuring our compliance with laws and regulations, including verifying your right to work.</li> <li>• Processing and managing applications for roles at Raine, evaluating you for open positions that match your interests and experience across Raine and managing your candidate profile.</li> <li>• Organizing an interview, and making you aware of employee benefits you may elect to receive or to determine any accommodations you may require (if you are required to travel to us to interview, we may use a subset of this information to arrange your travel).</li> </ul>
<p><b>Characteristics of classes protected under federal or California law.</b> Familial status, disability, sex, race, religion, color, national origin, gender identity and gender expression, marital status, veteran status,</p>	<ul style="list-style-type: none"> <li>• Complying with our legal obligations.</li> <li>• Furthering our commitment to diversity and inclusion programs and practices.</li> <li>• Organizing an interview, and making you aware of employee benefits you</li> </ul>

<p>medical condition, ancestry, source of income, age, or genetic information.</p>	<p>may elect to receive or to determine any accommodations you may require (if you are required to travel to us to interview, we may use a subset of this information to arrange your travel).</p>
<p><b>Internet or other electronic network activity</b> information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an internet website application, or advertisement.</p>	<ul style="list-style-type: none"> <li>• Managing and protecting our information systems and networks if you connect to WiFi or other networks in one of our offices.</li> </ul>
<p><b>Sensory data.</b> Audio, electronic, or visual information.</p>	<ul style="list-style-type: none"> <li>• Protecting the physical security of our offices via CCTV, detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and for compliance management.</li> </ul>
<p><b>Professional or employment-related information.</b> Work history, academic and professional qualifications, educational records, references, interview notes, job title, position, hire dates, and compensation.</p>	<ul style="list-style-type: none"> <li>• Managing your application, including evaluating your candidacy, qualifications and experience, interviewing you, consulting with recruitment firms and references you have provided to us as part of the application process.</li> <li>• Creating records in our Human Resources and recruitment systems to manage our recruitment process.</li> </ul>
<p><b>Education information</b> that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act, including transcripts.</p>	<ul style="list-style-type: none"> <li>• Managing your application, including evaluating your candidacy, qualifications and experience, interviewing you, consulting with recruitment firms and references you have provided to us as part of the application process.</li> <li>• Creating records in our Human Resources and recruitment systems to manage our recruitment process.</li> </ul>
<p><b>Inferences drawn from your information</b> identified in this subdivision to create a profile about a Job Applicant reflecting the Job Applicant's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.</p>	<ul style="list-style-type: none"> <li>• Managing your application, including evaluating your candidacy, qualifications and experience, interviewing you, consulting with recruitment firms and references you have provided to us as part of the application process.</li> </ul>

In addition to the categories of Personal Information above, we collect the following categories of **Sensitive Personal Information**. We only process your Sensitive Personal Information for purposes considered necessary under California law.

Category	Purpose of Collection
Social security, driver's license, state identification card, or passport number	<ul style="list-style-type: none"> <li>• Ensuring our compliance with laws and regulations, including verifying your right to work.</li> <li>• Protecting against fraud.</li> <li>• Keeping your information accurate and up-to-date.</li> </ul>
Racial or ethnic origin, religious or philosophical beliefs, or union membership	<ul style="list-style-type: none"> <li>• Ensuring our compliance with laws and regulations.</li> <li>• Furthering our commitment to our diversity and inclusion programs and practices.</li> </ul>

### **Disclosure of Your Personal Information**

We may disclose your Personal Information to third parties to the extent necessary for a relevant purpose, including without limitation:

- Referees and other third parties identified by you during the recruitment process, to identify you and seek a reference
- Contractors and service providers whom we use for our business operations, for example recruitment services and IT providers
- Other personnel, service providers and advisers as required for the purposes of the normal operation of our business and for managing the employee lifecycle from recruitment to when you leave us
- As necessary to comply with any legal obligation such as reporting to government agencies for tax or health and safety reasons (including the reporting of injuries or dangerous diseases) or complying with a court or other legally binding order or decision by a competent authority
- With third parties (such as our building management team) as necessary for the purpose of securing our office building and ensuring health and safety
- To an actual or potential purchaser, new owner, investor, or third party involved in a change to some or all of our business or assets (as necessary for the assessment and completion of such transaction), if we decide to:
  - sell, transfer, merge, consolidate or re-organize any part(s) of our business;
  - merge with, acquire or form a joint venture with any other business; or
  - sell or transfer any of our assets.

We may receive your personal information, or sensitive personal information, from the following sources:

- Directly from yourself.
- External recruitment agencies.
- Employment screening and background check providers.
- Publicly available sources such as LinkedIn.
- Employment references you provide.
- Regulatory or governmental bodies/organizations.

### **Retention of Information**

Job Applicants' Personal Information will be retained only for as long as the information is needed to fulfill the purposes for which it is collected and processed or where you withdraw your consent (where applicable). For example, if you accept a job offer from us, we will keep Personal Information collected about you during the application process and your CV in your personnel file. If we do not employ you, we may nevertheless continue to retain and use your Personal Information for a period of time, to consider you for future employment opportunities at Raine.

Raine reserves the right to retain and use Job Applicants' Personal Information for as long as necessary to comply with our legal and regulatory obligations and business requirements and/or to resolve any ongoing disputes and enforce our agreements. For the avoidance of doubt, Personal Information will not be destroyed before any regulatory retention period expires, or during a pending investigation, whether legal or regulatory.

To support us in managing how long we hold Personal Information and our record management, we maintain a data retention policy which includes clear guidelines on retention.

We consider the following criteria when determining how long a particular record will be retained, including any Personal Information contained in that record:

- How long the record is needed to support and enhance our operational processes
- How long the record is needed to protect our rights and legal interests
- How long the record must be retained to comply with applicable laws and regulations

The same Personal Information about you may be included in more than one record and used for more than one purpose, each of which may be subject to different retention periods based on the factors listed above.

### **Your Rights Regarding Your Personal Information**

As a California resident, you may be entitled to all or some of the rights described below regarding your Personal Information, subject to certain conditions and limitations. Only those rights relevant to you will apply, and our inclusion of information about privacy laws does not imply that all privacy laws are applicable.

- *Right to Access and Know* – You may be entitled to request that we disclose to you Personal Information we have collected about you, the categories of sources from which we collected the information, the purposes of collecting the information, the categories of third parties to whom we have disclosed the information, the categories of personal information that we have disclosed to third parties for a business purpose, the categories of information sold, and the categories of third parties information is sold to. In some instances, you may have the right to receive the information about you in a portable and

readily usable format. Before providing any of this information, we must be able to verify your identity.

- *Right to Deletion* – Subject to certain conditions, you may be entitled to request that we delete Personal Information about you. Before deleting Personal Information, we must be able to verify your identity. We will not delete Personal Information about you when the information is required to fulfill a legal obligation, is necessary to exercise or defend legal claims, or where we are required or permitted to retain the information by law. For example, we cannot delete certain Personal Information about you while continuing to process your job application or where we are legally required to retain certain information.
- *Right to Correction* – You may be entitled to request that we correct inaccurate Personal Information. Before correcting Personal Information, we must be able to verify your identity. We will not correct Personal Information about you when the information is required to fulfill a legal obligation, is necessary to exercise or defend legal claims, or where we are required or permitted to retain the information as-is by law.

Data solely retained for data backup purposes is principally excluded from these rights until it is restored to an active system or next accessed or used for a sale, disclosure, or commercial purpose.

If you chose to exercise any of these rights, to the extent that they apply, privacy law prohibits us from discriminating against you on the basis of choosing to exercise your privacy rights.

Please note that under applicable privacy law, we are only obligated to respond to Personal Information requests from the same consumer up to two times in a 12-month period. In addition, under applicable privacy law, and for the protection of your Personal Information, we may be limited in what Personal Information we can disclose.

### **Exercising Your Rights and Submitting a Personal Information Request**

You may exercise your privacy rights by calling this toll-free number — 1-888-865-9084.

Before providing information you request in accordance with these rights, we must be able to verify your identity. In order to verify your identity, you will need to submit information about yourself, including your name, contact information, and, to the extent applicable, providing your account login credentials. We will match this information against information we have previously collected about you or provided to you to verify your identity and your request. If we are unable to verify your identity as part of your request, we will not be able to satisfy your request. We are not obligated to collect additional information in order to enable you to verify your identity. For deletion requests, you will be required to submit a verifiable request for deletion and then confirm separately that you want personal information about you deleted.

If you would like to appoint an authorized agent to make a request on your behalf, you must provide the agent with written, signed permission to submit privacy right requests on your behalf. Alternatively, your authorized agent may provide evidence of having power of attorney or acting as a conservator for you. Note that we may require you to verify your identity with us directly before we provide any requested information to your authorized agent unless your authorized agent has power of attorney or acts as a conservator, in which case we will not contact you directly.

Information collected for purposes of verifying your request will only be used for verification.

### **Contacting Us**

If you would like further information on the collection, use or disclosure of your Personal Information, please address questions and comments to our Data Privacy Team at the contact details below.

Data Privacy Team  
[dataprivacy@raine.com](mailto:dataprivacy@raine.com)

The Raine Group LLC  
65 East 55th Street, 24th Floor  
New York, NY 10022  
United States

### **Changes to this Notice**

We may update this Notice from time to time. Any updated Notice will be made available on our website or on request by email using the contact details above. The date this Notice was last revised will appear at the top of the page as the effective date.