

PRIVACY POLICY

Sony Pictures Entertainment Inc. and its affiliates (“SPE”), with headquarters located at 10202 W. Washington Blvd., Culver City, CA 90232, acting as data controller, provides this Privacy Policy to help you understand how we collect, use, process, disclose, and transfer certain personal information about you (“Personal Data” as such term is defined under applicable law) on this site and otherwise during your job application process (the “Site”). This Privacy Policy applies only to the Site on which there is a direct link to this Privacy Policy.

SUMMARY OF KEY POINTS

- We collect Personal Data to allow you to learn about jobs with SPE, to seek a job with SPE, to allow SPE to process your job application, and, in some cases, to hire you. *Click [here](#) to learn more.*
- We use cookies and other technologies to track the use of our Site. To learn more about the use of such cookies and technologies and about opportunities to choose not to allow cookies, *click [here](#).*
- We disclose your Personal Data when you request or agree to such sharing with third parties, when we engage a third party to process data on our behalf, when such sharing is required by law, or in certain other situations. *Click [here](#) to learn more.*
- This Site is hosted on web servers in the United States. Your use of the Site constitutes your consent to the transfer of Personal Data to the United States, a jurisdiction that may not provide the same level of data protection as your home country. We take appropriate measures to enable the secure transfer of your Personal Data including the use of data transfer agreements where applicable. *Click [here](#) to learn more.*

1. TYPES OF PERSONAL DATA COLLECTED

We may collect the Personal Data listed below, which you provide to us or grant us access to when you register on the Site, apply for a job, or otherwise communicate with us via this site, in person, via email, or during online meetings with our representatives. In addition, if you have previously worked at SPE or applied for another position, certain Personal Data about you may also be combined with or evaluated in conjunction with this Personal Data. In some instances we may also collect Personal Data from third parties.

- **Personal identifiers and other information** such as your name, address, phone number, email address, date of birth, gender, age of majority, nationality, country of birth, veteran status, online identifier, social media account, personal web page, IP address, device type, unique device identification numbers, browser type, and operating system;

- **Employment qualifications information** such as your skills, experience, degrees earned, languages spoken, work history including positions, dates, and salary information, references, performance data, honors and awards;
- **Electronic network activity information** such as your usage activity on our online recruitment site through cookies, Web beacons, traffic to and from websites, advertising data and other standard weblog information collected via cookies and similar tracking technologies;
- **Geolocation information** collected via tracking technologies with your permission; and
- **Electronic, visual or similar information** such as closed-circuit images and other information collected about you should you come onto an SPE property.

SENSITIVE PERSONAL DATA

Where required or permitted by applicable law, we may request and collect certain special categories of Personal Data from you, which may be considered to be sensitive or protected classifications of Personal Data under relevant law (“Sensitive Personal Data”) such as race, ethnicity, sexual orientation, gender identity, disability, government identification number, social security number, religious beliefs and health information. We may also request information concerning your criminal and motor vehicle operations history (where permitted by and in accordance with local law).

You are not required to provide all Personal Data identified in this Privacy Policy to use the Site or to interact with us, but if you do not provide certain Personal Data, we may not be able to administer your recruitment or make a hiring decision.

2. USE OF PERSONAL DATA

We may use your Personal Data for the legitimate business purposes outlined below, including to: identify or evaluate candidates for positions; make a decision about whether the individual should be offered a position; maintain appropriate record-keeping; analyze the hiring process and outcomes; conduct employment verification and background investigations where permitted by law; establish your credentials in the Site; deliver appropriate regional website content; verify your access rights; respond to your inquiries; engage in other business activities and comply with other applicable policies; process your registration; provide you with information that you request or agree to receive; improve the Site and for internal business purposes; contact you with regard to your use of the Site and any changes to our policies; tailor content; protect the rights and property of SPE or the public as required or permitted by law and fulfill other purposes disclosed at the time you provide your Personal Data or otherwise with your consent.

We may use your Sensitive Personal Data for the purposes of complying with government reporting requirements and other legal obligations, tracking diversity, and determining reasonable accommodations for a candidate. Health information, such as temperature, may be collected for risk management purposes only and for taking measures to protect our workforce and facilities during the COVID-19 pandemic.

3. COOKIES AND OTHER TRACKING TECHNOLOGIES

SPE and/or third-party service providers may use a variety of technologies that collect information about how the Site is accessed and used (“Usage Information”). Usage Information may consist, in part, of your browser type, operating system, the page served, the time, and the preceding page views. Usage Information is generally non-identifying, but if it is associated with other information so that you can be identified, it will be treated as Personal Data.

SPE and/or third-party service providers also collect your IP address or other unique identifier (“Device Identifier”) for the computer, mobile device, technology or other device (collectively, “Device”) you use to access the Site. Some mobile service providers may also provide us with the physical location of the Device used to access the Site with your permission. While certain of the information described above may be considered non-identifying, if it is associated with other information so that you can be identified, it will be treated as Personal Data.

We use cookies and other technologies on the Site to collect Usage Information, including Device Identifiers. We also use session cookies to help ensure proper functioning of the site and for similar purposes. You may configure your Internet browser to notify you when a cookie is sent (giving you the option to decide whether to accept it or not), and to reject or remove cookies. Certain features of the Site may not be available, however, if cookies are disabled. If you delete your cookies, use a different browser, or use a different computer, you will need to renew your choices.

To find out more about cookies used for personalized ads in the US and Canada, including the choices you may have, please visit the Digital Advertising Alliance-US, Network Advertising Initiative, Digital Advertising Alliance-Canada, and European Interactive Digital Advertising Alliance. For UK visitors, please see our UK Cookie Policy for more information.

Please visit the respective privacy policies and/or review the privacy settings of the social networking services you use to make choices about online advertising on those services. While we and others give you choices described in this Privacy Policy, there are many ways Web browser signals and other similar mechanisms can indicate your choice to disable tracking, and we may not be aware of or honor every mechanism. Although you may opt-out of receiving personalized ads from one network, you may still receive ads from other ad networks that you did not opt out of or ads that are not personalized to your interests.

4. HOW WE SHARE YOUR PERSONAL DATA

We may share your Personal Data with the following categories of recipients:

Third Parties

While on our Site, you may have the opportunity to opt-in to receive information and/or marketing offers from SPE and third parties, or to otherwise share your Personal Data with a third party. Any resulting use of your Personal Data by such third parties is subject to the third party's privacy policy and business practices. The Site may contain links to other web platforms operated by third parties. SPE is not responsible for the privacy practices of third-party sites. Please review all applicable third-party policies that will govern your interaction with those sites.

Service Providers

We may engage third parties to perform functions on our behalf, such as hosting or operating our Site, sending e-mail communications, and data analysis. We may share Personal Data with service providers in order for them to provide content or otherwise perform services for us. Such parties are required to maintain appropriate technical and organizational security measures to protect such data from unauthorized access or processing and to handle such data in accordance with our instructions.

Affiliate Sharing and Business Transfers

We may share your Personal Data with other entities affiliated with us for operational or marketing purposes. SPE or any of its assets, including the Site, may be sold, or other transactions may occur in which your Personal Data is considered one of the business assets of the transaction. In such cases, your Personal Data may be transferred to third parties in the context of these transactions.

Regulatory and/or Law Enforcement Agencies

We may also transfer and disclose information, including your Personal Data, to third parties such as to local labor authorities, courts and tribunals, regulatory bodies and/or law enforcement agencies to comply with a legal obligation; when we believe in good faith that the law requires it; at the request of governmental authorities conducting an investigation; to verify or enforce the Site's Terms of Use or other applicable policies; to respond to an emergency; or otherwise to protect the rights, property, safety, or security of SPE, third parties, visitors to this Site or the public. Pursuant to valid requests by law enforcement agencies, we may also use Device Identifiers to identify users, and may do so in cooperation with copyright owners, Internet service providers, wireless service providers or law enforcement agencies, in our discretion. Such disclosures may be carried out without additional notice to you.

As required in some countries, we rely on one or more of the following legal bases to process such Personal Data, including Sensitive Personal Data: (i) the need to perform a transaction (e.g., administer a recruitment decision); (ii) as necessary to comply with a legal obligation (e.g., government reporting requirements); (iii) consent (e.g., for Cookies and certain communications); and (iv) as necessary for legitimate interests (e.g., in order to maintain our business generally, including to maintain the safety and security of the Site).

5. INTERNATIONAL TRANSFER

The Site is hosted and operated in the United States. It will therefore be necessary to transfer and process your Personal Data in the United States where the privacy laws may not provide an equivalent level of protection to those in your home country.

In addition, some of the recipients identified in Section 4 above may be located outside of your home country, which may have different rules for processing and securing Personal Data. We take appropriate measures to enable the secure transfer of your Personal Data including the use of data transfer agreements where applicable. Further, any access to your Personal Data is designed to be restricted to those individuals who have a need to know in order to fulfill their job responsibilities.

6. YOUR RIGHTS

As permitted by law, you may have certain rights to your Personal Data, including the right to access, correct, and delete your Personal Data by contacting us as detailed below. Please note that we need to retain certain Personal Data as required or permitted by applicable law. You can also opt out of receiving (or withdraw your consent to receive) recruitment communications about other opportunities by contacting us as detailed below in Section 10.

7. RECORD RETENTION

Your Personal Data is stored by SPE to the extent necessary for the performance of our obligations and for the time necessary to achieve the purposes for which the data are collected, in accordance with applicable data privacy laws.

8. SECURITY

SPE maintains reasonable technical and organizational security measures as prescribed by applicable law to protect Personal Data from unauthorized access, use, misuse, modification, disclosure and destruction.

9. CHANGES IN THE PRIVACY POLICY

Except where prior notice or consent is required by law, SPE reserves the right to update or modify this Privacy Policy at any time and without prior notice by posting the revised version of the Privacy Policy on the Site. Please check the Privacy Policy frequently and particularly before you submit additional information via the Site. Your continued use of the Site will constitute your consent to any such changes in the Privacy Policy except where otherwise prohibited by applicable law.

10. CONTACT US

If you have any questions, comments or concerns about the use of the Site or this Privacy Policy, please contact us by sending an email to spe_careers@spe.sony.com or by writing to us at:

ATTN: People & Organization
SONY PICTURES ENTERTAINMENT INC.
10202 W. Washington Blvd., Suite 3900
Culver City, CA 90232

Requests regarding your Personal Data:

European Union: [SPE EU Privacy Contact@spe.sony.com](mailto:SPE_EU_Privacy_Contact@spe.sony.com)

Brazil: [Privacidade Brasil@spe.sony.com](mailto:Privacidade_Brasil@spe.sony.com)

U.S. and other countries: [SPE Privacy@spe.sony.com](mailto:SPE_Privacy@spe.sony.com)

You may also contact SPE's Data Privacy Officer at [SPE Privacy@spe.sony.com](mailto:SPE_Privacy@spe.sony.com) or contact your local data protection authorities with any questions.

Effective Date: February 10, 2021

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