

APPLICANT PRIVACY NOTICE

Thank you for your interest in Comcast Spectacor, LLC (“Comcast Spectacor”, “us”, “we”). This Applicant Privacy Notice (“Privacy Notice”) applies to personal information collected from you during your application process with Comcast Spectacor.

INFORMATION COLLECTION AND USE

Through your application process with Comcast Spectacor, we collect personal information from you in a variety of ways. Specifically, we collect or receive your personal information when you:

- **Communicate with us:** To communicate with you in connection with your application, we will collect from you certain *identifiers* (specifically, your name, email address, telephone number, zip code and country).
- **Complete a paper application:** When you apply for a position with Comcast Spectacor using our paper application, we will collect from you certain additional *identifiers* (specifically, your name, email address, telephone number, and physical address) and your *professional or employment information* (employment history and educational history, and name and contact information or your references). We use this personal information to assess your application and suitability for the position for which you have applied or other open positions, communicate with you, and manage our recruitment process.
- **Provide references:** When you provide references with your paper application, or during the interview process, we may request specific permission to seek information about you from these references, such as your *professional or employment information* (work history, work performance) and *inferences* about you (fitness for a particular position). We use this information to determine your suitability for the job for which you have applied.
- **Complete an application on TeamWork Online:** If you apply for a job on our third party application provider TeamWork Online, the processing of your information is subject to that site’s [terms](#) and [privacy policy](#). The website collects from you your *identifiers* (e.g., name, email address, telephone number, and physical address) and your *professional or employment information* (e.g., resume/CV, certifications, qualifications, membership in professional bodies, employment history, and educational history, and name and contact information or your references) and such other information you provide. The third-party website uses this information to assess your application and suitability for the Comcast Spectacor position for which you have applied but also to assess suitability for other jobs, to market specific jobs and products events to you and, if you allow this, to display your information to other employers. For Equal Employment Opportunity/Affirmative Action reporting purposes, you have the option to provide TeamWork Online with your protected classifications (sex, race, ethnic origin, veteran status, and disability status). TeamWork Online uses this personal information solely for government reporting purposes and this information is not required in order to submit your application. In addition, the third party website automatically collects your *internet and other electronic network activity information*. You can change some of these uses and sharing of your information in the account settings. For more information see TeamWork Online’s [terms](#) and [privacy policy](#).
- **Participate in an interview:** If you participate in an on-site interview, we will collect *video of you* captured through our CCTV footage to ensure the security of Comcast Spectacor personnel and property. If we help you with travel or accommodations in the interview process, we will collect from you your *identifiers* to use for facilitating the booking.

In connection with a conditional offer of employment:

After reviewing your application, Comcast Spectacor may extend a conditional offer of employment.

- **Complete a background check:** Subject to legal requirements, Comcast Spectacor may use a third-party service provider to conduct a background check on you. In doing so, Comcast Spectacor will receive from such provider certain *identifiers* (specifically, your name, physical address, telephone number, and Social Security number) and *professional or employment information* (employment history and educational history). We use this personal

information to assess your suitability for the position for which you have applied, determine eligibility for certain benefits, and to comply with legal requirements.

- **Complete a drug-screening:** If the role for which you have received a conditional offer includes responsibilities to operate a motor vehicle, subject to legal requirements, Comcast Spectacor may use a third-party vendor to conduct drug-screening. In doing so, Comcast Spectacor will receive your *identifiers* (name) and your *medical information* (drug-test results) from our provider. We use this personal information to assess your application and suitability for the position for which you have applied and to comply with legal requirements.
- **Complete employment eligibility forms:** If we make you a conditional offer of employment, we will collect additional information so that Comcast Spectacor can verify your employment eligibility. To do so, we will collect additional *identifiers* (date of birth, Social Security number, vaccination status, and the information that you choose to provide, such as your driver's license number or passport number, so that we can complete Form I-9 (Employment Eligibility Verification)).

INFORMATION SHARING

Comcast Spectacor shares personal information in the following circumstances:

- **Within Comcast Spectacor:** We share your personal information among our human resources department for legitimate business purposes relating to management and assessment of your application.
- **For legal purposes:** If necessary, we share personal information with third parties, such as legal advisors, law enforcement agencies, or governmental/regulatory bodies in order to protect our legal interests and other rights, protect against fraud or other illegal activities, for risk management purposes, and to comply with our legal obligations.
- **During a corporate reorganization:** In the event that we enter into, or intend to enter into, a transaction that alters the structure of our business, such as a reorganization, merger, acquisition, sale, joint venture, assignment, consolidation, transfer, change of control, or other disposition of all or any portion of our business, we will share your personal information. We would also share your personal information if we undergo bankruptcy or liquidation, in the course of such proceedings.

Sharing in the last 12 months:

- **With service providers for a business purpose:** In the preceding twelve (12) months, Comcast Spectacor has shared your *personal identifiers, professional or employment information, and internet and other electronic network activity information* with service providers that assist us in the application process. These service providers include our application host, IT support, background check vendor, drug-screening provider, and, to the extent required, third-party audit firms.
- **For a sale:** Comcast Spectacor does not sell personal information collected in connection with your application. Please refer to TeamWork Online's [privacy policy](#) in relation to its "sale", as the term is defined under the CCPA, of your personal information.

INFORMATION SECURITY

We implement and maintain reasonable security measures to protect the personal information we collect and store from unauthorized access, destruction, use, modification, or disclosure. These security measures include encryption and access controls. Please review TeamWork Online's [privacy policy](#) for TeamWork Online's information security practices. However, no security measure or modality of data transmission over the Internet is 100% secure and we are unable to guarantee the absolute security of the personal information we have collected from you.

DO NOT TRACK

We do not respond to Do Not Track (DNT) requests.

CHANGES TO THIS PRIVACY NOTICE

This Privacy Notice is subject to change at any time. When we make changes, we will post the new Privacy Notice on this page and will indicate the date the changes go into effect. If we make any changes that materially affect your privacy rights, we will announce those changes by email notification to you. Generally, if you keep using the website/application services after we notify you, we will take this to mean that you accept the change for any new data we collect. If required by law, we will ask you to actively acknowledge your acceptance. In any event, the changes will not apply to previously collected personal information unless we get an active acknowledgement of your acceptance.

CONTACT US

For questions on this Privacy Notice, please contact us by email at privacy@comcastspectacor.com or by phone at **844-963-0293**.

Last modified on May 5, 2022