

Applicant Privacy Policy and Notice

Effective Date: May 15, 2023

The Los Angeles Lakers, Inc. and its subsidiaries and affiliates (collectively, the "Lakers" or the "Company") is committed to protecting and respecting the privacy of its job applicants and other prospective employees. This Applicant Privacy Policy and Notice (this "Policy") describes how the Company collects and uses your Personal Information.

1. Definitions

The following definitions apply to this Applicant Privacy Policy:

“**CCPA**” means the California Consumer Privacy Act, as amended.

“**Electronic**” means technology having electrical, digital, magnetic, wireless, optical, electromagnetic, or similar capabilities.

“**Encrypted**” means the transformation of data through an algorithmic process or another method that is at least as secure, so that the data can only be accessed with confidential key or password.

“**Personal Information**” means information (whether stored Electronically or in physical filing systems) relating to a living individual who can be identified from that data (or from that data and other information in our possession). Personal Information can be factual (such as a name, address, e-mail address, date of birth, social security number or driver's license number), Sensitive Personal Information as described below, or it can be an opinion (such as a performance appraisal). References in this policy to "Personal Information" include "Sensitive Personal Information" unless the context expressly indicates otherwise. The categories of Personal Information defined by the CCPA that pertain to this Policy include:

Identifiers	Name, alias, postal address, unique personal identifier, online identifier, IP address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers
Other Data¹	Financial information, medical information, health insurance information, signature, physical characteristics or description, telephone number, security videos

¹ Personal Information under the CCPA also includes any other category of personal information not included within the CCPA’s definition that are defined in California Civil Code § 1798.80(e). We refer to this category as “Other Data,” and it includes information such as financial information (for example, bank account number, credit card number, debit card number), medical information, health insurance information, and insurance policy number.

Protected Classes	Race, color, sex, age (40 and older), religion, national origin, citizenship status, genetic information, sexual orientation, gender identity or gender expression, ancestry, health status, disability, marital status, familial status, military or veteran status, or any other classification protected under California or federal law
Internet Activity	Browsing history, search history, website interactions
Geolocation Data	Data which allows us to determine, with reasonable precision, the location of any person or object
Professional Data	CV, resume, employment history, licenses, certificates
Education Data	Educational background, grades, scores
Inferences	Profiles about an individual reflecting that individual's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities drawn from other Personal Information

“Processing,” “Process” or “Processed” is any activity that involves use of the Personal Information. It includes obtaining, recording, or holding the Personal Information, or organizing, amending, retrieving, using, disclosing, erasing, or destroying it, including by automated means. Processing also includes transferring Personal Information to third parties.

“Prospective Employee” means an individual who has been offered a position by the Company or prospective applicants who are seeking employment with the Company, in both cases contingent upon the satisfactory completion of certain actions, which can include (where legally permissible) pre-employment drug screens, driving records and criminal background checks.

“Sensitive Personal Information” means Personal Information that reveals one or more of the following types of information about a person: Social Security, driver’s license, state identification card or passport number; account log-in, financial account, debit card or credit card number in combination with any required security or access code, password or credentials allowing access to an account; precise geolocation; racial or ethnic origin, religious or philosophical beliefs, or union membership; contents of a consumer’s mail, email, and text messages unless the business is the intended recipient of the communication; genetic data; biometric information; information about sex life or sexual orientation. Sensitive Personal Information includes financial account information, protected health or medical details, physical or mental health or condition, or about the commission of, or proceedings for, any offence committed or alleged to have been committed by that living individual, the disposal of such proceedings or the sentence of any court in such proceedings. This Sensitive Personal Information will be handled with extra care as further described in this Policy.

2. Purpose and Scope of this Policy

This Policy describes the basis on which the Company obtains Personal Information from or about Prospective Employees and how the Company will Processes this information. In the course of Processing Personal Information, the Company aims to safeguard Personal Information with the goals of:

- Ensuring the security and confidentiality of Personal Information in a manner consistent with industry and legal standards;
- Protecting Personal Information against threats or hazards to the security and integrity of such information; and
- Protecting Personal Information against unauthorized access or use that creates a substantial risk of identity theft or fraud or other unauthorized uses.

This Policy applies to all Personal Information relating to the Company's Prospective Employees that the Company obtains or Processes, whether in Electronic, physical, or other media.

As an employer and prospective employer, the Company needs to collect and Process Personal Information about Prospective Employees. Such information may be provided to the Company by a variety of means, including through the Internet, by email, by telephone, by fax or in person. Personal Information, which may be held on physical or Electronic media, is subject to certain legal safeguards that restrict on how the Company may Process Personal Information. The Company strives to uphold the following principles when Processing Personal Information:

- **Openness:** Provide information to Prospective Employees about how we Process their Personal Information, including not doing anything with their Personal Information that they would not reasonably expect.
- **Purpose Limitation:** Only collect Personal Information for a specific business need of the Company, and only use the Personal Information for that specific purpose.
- **Accuracy:** Keep Personal Information accurate, complete and up-to-date.
- **Security:** Protect Personal Information with appropriate security measures from being lost or stolen, and to prevent to the extent possible accidental or unauthorized access, damage, loss, or disclosure.

3. How the Company Uses Personal Information

The Company collects and uses Personal Information concerning Prospective Employees for the following purposes:

- *Performing human resource functions and employment eligibility verification.* The Company may request Prospective Employee's name, address, date of birth, social security numbers, driver's license number, passport number, Visa status (where lawful and required), employment eligibility verification, criminal records, social media account information, and, where necessary, motor vehicle records, state identification card numbers, education and employment history, certificates and licensures, and resume/CV .

- *Determining whether an applicant can carry out the essential job duties of their position and determination of hiring an applicant.* The Company may collect information from a Prospective Employee's former employer(s) relating to a Prospective Employee's job performance; background details relating to an applicant's record checks or credit checks (when permitted by law and related to the applicant's position); confirmation of degrees, professional licensees, and certifications; information about criminal convictions and Sensitive Personal Information, in accordance with applicable local or national laws and regulations; insurance confirmation (where such information is required for the performance of the position's essential job duties), and medical information related to physical restrictions (as required for the performance of the position's essential job duties).
- *Compliance with Laws.* The Company may collect Personal Information needed to comply with applicable laws and regulations. Although the Company is permitted under relevant laws to undertake a range of human resources-related Processing, by submitting Personal Information to the Company you confirm your consent to your Personal Information being Processed as set forth in this Policy.
- *With Your Actual or Implied Consent.* To carry out Processing with your consent or as a result of contractual necessity.
- *To Meet Contractual Obligations.* To carry out its obligations arising from contracts entered into between Prospective Employees and the Company.
- *Research, Analysis, and Improvement.* To analyze and improve the Company's business processes, including to assist Company with improving its application and recruitment processes and other human resources-related objectives.

Although the Company is permitted under relevant laws to undertake a range of human resources related Processing, by submitting Personal Information to the Company you confirm your consent to your Personal Information being Processed as set forth in this Policy.

4. The Company's Processing of Sensitive Personal Information

Sometimes it is necessary for the Company to Process Sensitive Personal Information as described in Section 3 above. The Company may collect or Process Sensitive Personal Information for the purpose of inferring characteristics about a Prospective Employee, consistent with applicable law.

While the Company has the right to Process Sensitive Personal Information in certain circumstances under relevant laws, Prospective Employees have certain rights with respect to the Company's Processing of Sensitive Personal Information as addressed in Section 7, below.

5. How the Company Protects Your Personal Information

The Company has implemented security practices and procedures designed to keep Personal Information and Sensitive Personal Information in the Company's possession secure. Among other things, the Company uses physical, administrative, and technical policies, processes, and procedures to limit access to and use of Personal Information and Sensitive Personal Information as described in this Policy.

6. Parties With Whom Personal Information May Be Disclosed

The Company may disclose Personal Information to the following categories of recipients for the purposes described in this Policy:

- Service providers, trusted businesses, or persons that process information on the Company's behalf, based on our instructions and in compliance with this Policy and any other appropriate confidentiality and security measures (for example, third party companies who conduct background checks, including credit history and background, criminal background, civil court case history, employment background, and other similar purposes).
- As necessary to any subsidiaries and affiliates of The Los Angeles Lakers, Inc., following procedures and policies that comply with this Policy.
- If the Company sells or buys any business or assets or merges with or is acquired by another company, in which case the Company may disclose your Personal Information to the prospective seller or buyer of such business or assets.
- If the Company is under a duty to disclose or share your Personal Information in order to comply with a legal obligation, including but not limited to a court order or subpoena.
- The National Basketball Association ("NBA") and its subsidiaries and affiliates and their respective member teams for the purposes set forth in Section 3 above.

The Company does not "sell" or "share" (as those terms are defined in the CCPA) Personal Information that it obtains from Prospective Employees.

7. Retention of Personal Information

The Company retains Personal Information of Prospective Employees for as long as is reasonably necessary to fulfill the purposes described in this Policy and as may be required by or permitted by applicable law or regulation.

8. California Privacy Rights

The following disclosures and the rights described below, are applicable to Prospective Employees who are residents of California.

Information the Company Collects

Descriptions of the categories of information the Company collects, the sources of the information, and the uses of that information are contained in Section 2 and Section 3, above.

Your Rights Under the California Consumer Privacy Act

Under the CCPA, Prospective Employees who are residents of California have certain rights regarding their Personal Information, including the following:

RIGHT TO ACCESS. Prospective Employees have the right to access Personal Information that we may collect or retain about you. If requested, we will provide you with a copy of your Personal Information that we collect as permitted by the CCPA. You also have the right to receive your Personal Information in a structured and commonly used format so that it can be transferred to another entity (“data portability”).

RIGHT TO KNOW. Prospective Employees have the right to request that we disclose the following about your Personal Information, as defined by the CCPA:

- The specific Personal Information we may collect;
- The categories of Personal Information we may collect;
- The categories of sources from which we may collect your Personal Information;
- The business purpose(s) for collecting or sharing your Personal Information;
- The categories of Personal Information we may disclose for business purposes; and
- The categories of third parties to whom we may share your Personal Information.

RIGHT TO OPT-OUT / DO NOT SELL MY PERSONAL INFORMATION. The Company does not “sell” (as that term is defined in the CCPA) Personal Information obtained from Prospective Employees.

RIGHT TO OPT-OUT/DO NOT SHARE OR DISCLOSE MY PERSONAL OR SENSITIVE PERSONAL INFORMATION. Prospective Employees have the right to limit how your Personal Information and Sensitive Personal Information is disclosed or shared with third parties, as defined in the CCPA. The Company does not “share” (as that term is defined in the CCPA) Personal Information obtained from its Prospective Employees.

RIGHT TO DELETION. In certain circumstances, Prospective Employees have the right to request the deletion of their Personal Information. Upon verifying the validity of a deletion request and when required by law, we will delete a Prospective Employee's Personal Information from our records, and instruct any service providers or third parties to delete your Personal Information.

RIGHT TO CORRECT/RIGHT TO RECTIFICATION. In certain circumstances, Prospective Employees have the right to request correction of any inaccurate Personal Information. Upon verifying the validity of a verifiable correction request, we will use commercially reasonable efforts to correct Personal Information as directed by a Prospective Employee, taking into account the nature of the Personal Information and the purposes of maintaining the Prospective Employee's Personal Information.

The Company will not discriminate against a Prospective Employee if they exercise any of these rights; however, please note that these rights are not absolute, and we may be entitled to refuse requests, wholly or in part, where exceptions under applicable law apply.

Exercising Rights Under the California Consumer Privacy Act

- **Making a Request:** You may submit an individual rights request through any of the following means: (1) online, by completing the Individual Rights Data Access and Deletion Request Form located [here](#), (2) leaving a voicemail at (833) 481-0263, (3) or emailing the Company at privacy@la-lakers.com with the completed downloaded Individual Rights Data Access and Deletion Request Form. The Company shall maintain records of individual rights requests for at least 24 months.
- **Verifiable Request:** Before the Company can process a request to delete or provide you with a copy of your data, the Company will verify the identity of the individual requesting rights to data collected about them. To verify your identity, the Company will rely upon information we have previously collected about you, such as known phone number or email address.
- **Authorized Agent:** You may designate an authorized agent to exercise rights on your behalf. If you utilize an authorized agent, the following proof that the agent has been authorized to act on your behalf must be provided:
 - Proof of written permission by the Covered Person for the authorized agent to act on his or her behalf and separate verification of the Covered Person; or
 - Proof that the authorized agent holds a power of attorney to act on the Covered Person's behalf pursuant to Cal. Probate Code §§ 4000-4465.
- **The Company's Time to Respond:** The Company will acknowledge a request within 10 days of receipt of a request. A verified request will generally be fulfilled within 45 days of receipt of any such request. If necessary, the Company may take an additional 45 days to respond to the request, for a maximum total of 90 days, in which case the Company will notify you of the delay an explanation of the reason the Company will take more than 45 days to respond. The Company shall inform you whether it has complied, in whole or part, with the request or the basis for denial.

9. Future Changes

From time to time, the Company may update this Policy. When we make changes, we will indicate the Last Revised date accordingly within this Policy.

10. Contact the Company

If you have any questions about this Policy, please contact us by email at privacy@la-lakers.com or by telephone at (833) 481-0263.