

Privacy Notice for MGM Employees, Contractors, Job Applicants, Officers, Directors and Owners

Effective date: February 26, 2021

This Privacy Notice explains the privacy practices of Metro-Goldwyn-Mayer Studios Inc. and its affiliates (collectively, “**MGM**”) regarding the collection and use of personal information (as such term is defined under the California Consumer Privacy Act (the “**CCPA**”)) of MGM employees, contractors, job applicants, officers, directors and owners who are California residents. Terms in this Privacy Notice that are defined in the CCPA are used in this Privacy Notice as defined in the CCPA.

Categories of Personal Information MGM May Collect About You

MGM collects some or all of the following categories of personal information of employees, contractors, job applicants, officers, directors and owners:

- identifiers such as name, address, email address, social security number, driver’s license number, passport number, signature and other similar identifiers;
- categories of “personal information” described in California Civil Code Section 1798.80(e) including, but not limited to, some of the identifiers previously listed, telephone number, financial information and bank account numbers, medical information (e.g., sick days, work-related accidents) and health insurance information;
- characteristics of protected classes under California or federal law, such as race, gender, military status, disability information and age;
- internet or other electronic network activity information, including, but not limited to, regarding use of MGM’s equipment, systems and resources and use of social media;
- geolocation data related to use of MGM’s equipment, systems and resources;
- professional or employment-related information, for example, employment history, criminal history, credit information and other background check results, references, certifications, salary and performance evaluations and assessments;
- audio, electronic, visual, thermal, olfactory, or similar information (e.g., a photograph);
- education information and military service records; and
- other information regarding your employment application, employment, engagement or other relationship with MGM that is reasonably necessary to carry out your relationship with MGM or process your application (e.g., information collected while processing your application, corporate records, information collected from security systems or other monitoring, payroll information, emergency contacts and beneficiaries).

How MGM May Use Your Personal Information

MGM uses personal information to administer your employment application and your employment, contractor or other relationship with MGM (if any), including in some or all of the following ways:

- evaluate applicants for employment, contractors for engagements and directors for service on the board of directors;
- provide and administer compensation, benefits and other work-related entitlements and programs;
- provide you with information and otherwise communicate with you and third parties;
- monitor compliance with and comply with applicable laws, regulations and rules, court and government agency orders, MGM policies and rules, and agreements;
- conduct safety and security screenings;
- respond to and comply with your requests and inquiries;
- manage equipment, systems and resources owned or used by MGM, and monitor your use of social media;
- communicate with your designated contacts in case of an emergency; and
- conduct other legitimate business activities.

Contact Us

For questions regarding this notice or information regarding how to access it in an alternative format, please send an email to privacy@mgm.com or call the following toll-free number: (888) 364-9521.