

California Privacy Notice for Job Applicants

Effective Date: December 31, 2022

Gray Television, Inc., and its affiliates and subsidiaries (collectively "GTI") respects your privacy. This Privacy Notice applies to individuals who are California residents and applying for a job with GTI. It explains what personal information we collect when you apply for a job with us and how we may use your personal information. For purposes of the California Consumer Privacy Act, as amended by the California Privacy Rights Act ("CCPA"), this Privacy Notice also serves as a Notice at Collection.

What types of personal data are collected?

In connection with your job application, we will collect, store, and use the following categories of information about you:

- Identifying information, including your name, address, email address, telephone number, or other contact information;
- Professional or employment related information, including Information in your resume or cover letter, such as previous work experience, education, or other information you provide for our consideration;
- Education information, including where you went to school and the degrees you have earned;
- Other information, such as your SSN or drivers license number only if needed; and
- Inferences drawn from the information you provide.

We may also collect, store and use the following "special categories" of more sensitive personal data:

- Information about your race or ethnicity; and
- Information about criminal convictions and offenses.

How will your personal data be used?

Once we receive your completed application, we will use the information we collect about you to: (i) assess your skills, qualifications, and suitability for the work or role; (ii) carry out background and reference checks, where applicable; (iii) communicate with you about the recruitment process; (iv) keep records related to our hiring processes; and (v) comply with legal or regulatory requirements.

How do we disclose your information?

We will disclose your information internally to members of our Human Resources ("HR") team and the relevant team managers responsible for the role you are applying for. We disclose your information in order for them to make hiring decisions. It may also be necessary from

time to time for us to disclose your information to third-parties for the purposes of processing your application, including without limitation to the following:

- Third-parties or agents who assist in the administration, processing and management of certain activities pertaining to prospective employees including external reference agencies (such as employee vetting and screening agencies) and travel and expense management service providers;
- Individuals or companies employed by GTI to carry out specific services, functions or consultancy work and other financial institutions; and
- Regulatory bodies to whom we are obliged or required to disclose information, government bodies and agencies or courts and court-appointed persons.

All our third-party service providers are required to take appropriate security measures to protect your personal data in line with our policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for the specified purposes and in accordance with our instructions.

What data security measures are in place for your information?

GTI has put in place appropriate security measures to prevent your information from being accidentally lost, used or accessed in an unauthorized way, altered or disclosed. In addition, we limit access to your personal data to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your personal data on our instructions and they are subject to a duty of confidentiality.

How long will your information be kept?

Unless otherwise required by law, it is our policy not to retain Personal Information or Sensitive Personal Information for longer than is reasonably necessary to achieve the purpose for which it was collected. The criteria we use to determine specific retention periods include whether you have provided your consent and have not withdrawn it; whether there are other legal grounds for the continued processing; whether you have objected to the processing and there are no overriding legitimate grounds for the processing; and whether retention or deletion is necessary to comply with legal obligations.

What are your rights?

As a California resident, you have certain rights to your Personal Information.

- The **right to know** what Personal Information the business has collected about the consumer, including the categories of Personal Information, the categories of sources from which the Personal Information is collected, the business or commercial purpose for collecting, selling, or sharing Personal Information, the categories of third parties to whom the business discloses Personal Information, and the specific pieces of Personal Information the business has collected about the consumer;
- The **right to delete** Personal Information that the business has collected from the consumer, subject to certain exceptions;

- The **right to correct** inaccurate Personal Information that a business maintains about a consumer;
- The **right to opt-out of the sale or sharing** of Personal Information by the business—for more information, please visit our “Do Not Sell or Share My Personal Information” page, which contains our Notice of the Right to Opt-Out and opt-out mechanism; and
- The right not to be retaliated against by the business for exercising your privacy rights.

We do not sell your personal data or share it for advertising purposes. However, our websites use marketing and analytics digital technologies, including online identifiers. We may disclose these online identifiers to our marketing partners or analytics providers. The CCPA considers this to be selling or sharing of personal information. To opt-out of this use, please click on the [Do Not Sell My Personal Information](#) link and follow the instructions.

What if you have questions?

If you have questions about this policy or would like to exercise a consumer right, please contact us by:

- calling us toll free at (888) 896-0662
- emailing privacyrights@gray.tv