

**Data Privacy Policy and Notice  
at Collection– Applicants**

**Effective Date:**  
May 10, 2024

**Version #: 1.0**

**OVERVIEW**

This Data Privacy Policy and Notice at Collection (“Policy”) describes how the MSG Family (defined below) collects, uses, and discloses information about individuals who are applicants for engagement with MSG as an employee, contractor, consultant, and other contingent worker of the Company (hereinafter “Information Providers”).

For purposes of this Policy, the terms “MSG Family,” “we,” “us,” and “our” include, without limitation, three groups of entities: (i) Madison Square Garden Sports Corp. and each of its respective subsidiaries, divisions, affiliated entities and business units as may change from time to time (including, without limitation, MSG Sports, LLC, New York Knicks, New York Rangers, Westchester Knicks, Hartford Wolf Pack; (ii) Madison Square Garden Entertainment Corp. and each of its respective subsidiaries, divisions, affiliated entities and business units, as may change from time to time (including, without limitation, MSG Entertainment Holdings, LLC, Madison Square Garden, the Arena and the Hulu Theater at Madison Square Garden, Radio City Music Hall, The Beacon Theatre, The Chicago Theatre, The Rockettes, and MSG Interactive, LLC) (collectively, the “MSG Entertainment Family”) and (iii) Sphere Entertainment Co. and each of its respective subsidiaries, divisions, affiliated entities and business units, as may change from time to time (including, without limitation, MSG Sphere Studios, LLC, MSG Las Vegas, LLC and Sphere Entertainment Group, LLC and Sphere (collectively, the MSG Sphere Family”).

This Policy does not apply to the Company’s handling of data gathered about Information Providers arising from their role as a consumer of Company products and services. When interacting with the Company in that role, a different privacy policy associated with the relevant product or service applies (available at <https://www.msgentertainment.com/privacy/> and <https://www.msgsports.com/privacy/>, respectively). Additionally, this policy does not apply to the practices of other companies, including but not limited to, employment agencies, vendors, or consultants who provide services to the Company, as MSG is not responsible for such practices.

**DATA COLLECTION**

MSG collects, stores, and uses various types of personal information through the application and recruitment process. MSG collects such information either directly from Information Providers or (where applicable) from another person or entity, such as an employment agency or consultancy, background check provider, or other referral sources.

The type of information MSG has about Information Providers may include, where applicable:

- **Identification and contact information and related identifiers**, such as real name, alias, home postal address, home telephone number, personal email address, personal mobile number, online account name/screen name, or social media handle, and such information about an Information Provider’s beneficiaries or emergency contacts. If provided an offer, MSG may also collect identifiers related to government-issued identification numbers, such as driver’s license, operator’s license, or other motor vehicle information, passport number, social security number, birth certificate number, and other state or federal issued IDs.
- **Recruitment, employment, or engagement information** such as application forms and information included in a resume, cover letter, or otherwise provided through any application or engagement process.



- **Personal Characteristics and Demographic Data**, including characteristics of potentially protected classifications under California or federal law, to the extent required or as permitted by law and voluntarily provided, such as age, race, sex/gender, military service, nationality, ethnicity, citizenship, accommodation information, and other information to help us monitor compliance with equal opportunity legislation.
- **Financial Information**, such as credit history or credit checks.
- **Business travel and expense information**, such as travel itinerary information and expenses incurred for travel during the interview process.
- **Education Information**, such as degrees or schooling attendance, licenses and professional memberships, certifications, trainings, academic record, and other non-publicly available educational record information held by an education institution.
- **Professional or employment-related information**, such as job titles, work history, work dates and work locations, employment, service or engagement agreements, appraisal and performance information, information about skills, qualifications, experience, publications, speaking engagements, and preferences (e.g., mobility), absence and leave records, disciplinary and grievance information, termination information; information about your eligibility to work in the United States, such as information related to citizenship and/or immigration status; references; our evaluations of your performance during the interview process; if provided an offer, background screening results (including any criminal convictions) as permitted by law; and other information otherwise provided through the application and recruitment process.
- **Other information** that you may voluntarily choose to include on your resume or in connection with your application or otherwise.

## **DATA USE**

MSG may collect, use, disclose, and store personal information from job applicants for the business and operational purposes of MSG and its service providers in the recruitment and hiring process such as:

- processing applications;
- tracking applications through the recruitment process;
- contacting references with applicant authorization;
- conducting background checks authorized by the applicant;
- evaluating applicants for current and future job opportunities, including matching skills and interests to applicable job requirements;
- communicating with applicants throughout the hiring process;
- conducting HR management and administration, including determining compensation, scheduling, IT and informational security purposes, fraud prevention, and conducting internal analyses and audits;
- making hiring decisions;
- safeguarding MSG and the services, including the protection of MSG, our workforce, partners, and others;
- evaluating MSG's legal compliance, such as complying with applicable laws, and responding to and cooperating with legal or regulatory requests and investigations;
- at your request, in order to fulfill your instructions; and
- exercising our legal rights, including seeking legal advice from our external lawyers or in connection with litigation with a third party.

The Company will also use job applicant information for internal analysis purposes to understand the applicants who apply and to improve the Company's recruitment process, including improving MSG's diversity and inclusion efforts. The Company may sometimes need to use applicant information for legal purposes, such as in connection with any challenges made to MSG's hiring



decisions. We may also use personal information for any other legally permitted purpose (subject to your consent, where legally required).

Some personal information we collect in the recruitment process, such as such as government identification or driver's information may be required for certain job applications and may be considered "sensitive" under applicable law (such as California law) or special category of data under UK or EU law. We use such information for equal employment opportunity and job eligibility purposes. Except where you provide such information voluntarily on your resume or in your application or if you provide government identification or driver's information, we do not otherwise collect personal information that is considered "sensitive" or special category under applicable laws during the recruitment process.

### **DATA DISCLOSURES**

MSG may disclose the personal information of applicants to the following types of entities or in the following circumstances (where applicable):

- **Internally:** to people within the Company who are involved in the recruiting and hiring process.
- **Service Providers:** such as technology service providers, travel management providers, human resources suppliers, background check companies, security providers, travel management companies, and employment agencies or recruiters, where applicable.
- **Recruiters:** to the extent you are working with a recruiter in connection with your application for employment and your recruiter is authorized by you to obtain feedback from us regarding your application and interview process.
- **Legal Compliance and Exercising Legal Rights:** when required to do so by law, regulation, or court order, in response to a request for assistance by the police or other law enforcement agency, or as otherwise necessary to exercising our legal rights or to protect the Company or its employees.
- **Litigation Purposes:** to seek legal advice from the Company's outside counsel or in connection with litigation with you or a third party.
- **Business Transaction Purposes:** in connection with the sale, purchase, or merger of all or a portion of our Company.
- **Consent:** with your consent and as permitted by law, we may disclose personal information to any other parties in any other circumstances.

### **DATA RETENTION**

The personal information we collect from Information Providers will be retained until we determine it is no longer necessary to satisfy the purposes for which it was collected and our legal obligations. As described above, these purposes include our business operations and complying with reporting, legal and accounting obligations. In determining how long to retain information, we consider the amount, nature and sensitivity of the information, the potential risk of harm from unauthorized use or disclosure of the personal information, the purposes for which we process the personal information and whether we can achieve those purposes in other ways, the applicable legal requirements, and our legitimate interests.

### **LEGAL BASIS FOR PROCESSING YOUR PERSONAL INFORMATION**

If applicable law requires a legal basis for processing, our legal basis for collecting and using the personal information described in this Policy will depend on the type of personal information



concerned and the specific context in which we collect or use it. Depending on the jurisdiction in which you live, there may be other applicable legal bases for processing your personal information that are not listed here.

We normally collect or use personal information from you or others where the processing is in our legitimate interests and not overridden by your data protection interests or fundamental rights and freedoms (e.g., to communicate with you, to evaluate your application, to manage our recruitment processes efficiently and fairly), or where applicable, where we have obtained your consent. In certain situations, we may have a legal obligation to collect or retain personal information (e.g., to comply with applicable employment and works council laws and regulations) or need the personal information to protect your vital interests or those of another person.

If we process sensitive personal information about you, we will make sure that one or more of the legal bases for processing sensitive personal information, as referenced above, applies. For instance, these include processing which is necessary for the purpose of satisfying our obligations in relation to employment law, processing related to data about you that you have made public and processing which is necessary for the purpose of establishing, making, or defending legal claims.

If you have questions about or need further information concerning the legal bases on which we process your personal information, please contact us by sending an email to the People Practices representative or contact us at [dataprivacy@msg.com](mailto:dataprivacy@msg.com).

### **ADDITIONAL PRIVACY INFORMATION FOR CALIFORNIA, UK AND EU RESIDENTS**

California, UK and EU residents have certain rights regarding their personal information. Subject to certain exceptions, if you are a California, UK or EU resident, you may request:

- access to certain of your personal information including the right to know the categories of personal information we have or will collect about you and the reason we will or have collected such information;
- correction of certain of the personal information that we have or will hold about you that is inaccurate;
- deletion or removal of certain of your personal information.

You also have the right not to be discriminated against (as provided for in California law) for exercising your rights.

Exceptions to Your Rights: There are certain exceptions to these above rights. For instance, we may retain your personal information if it is reasonably necessary for us or our service providers to provide a service that you have requested or to comply with law or to detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity or prosecute those responsible for that activity.

Exercising Your Rights: To exercise one of the rights above, you may contact us as provided below.

We will take reasonable steps to verify your identity before responding to a request. In doing so, we may ask you for information to verify you. If we are unable to verify you through this method, we shall have the right, but not the obligation, to request additional information from you.

California law places certain obligations on businesses that "sell" personal information to third parties or "share" personal information with third parties for "cross-context behavioral advertising" as those terms are defined under the California Consumer Privacy Act ("CCPA"). We do not "sell" or "share" the personal information covered by this Policy and have not done so in the twelve months prior to the effective date of this Policy.

### **ADDITIONAL INFORMATION**



Any questions about this policy should be directed to a People Practices representative or contact us at [dataprivacy@msg.com](mailto:dataprivacy@msg.com).

Nothing in this policy shall be construed as limiting or restricting applicants from properly exercising any rights or entitlements under applicable federal, state, or local laws and regulations including. To the extent anything in this policy may conflict with any applicable law, such law will control.

Nothing in this policy shall be construed as conferring any contractual right, either express or implied, to employment with MSG.

As with all policies, MSG reserves the right to modify, revise, discontinue, or terminate this Policy at any time with or without prior notice in, provided that if we make material changes you will be provided notice as required by law. Notwithstanding the foregoing, MSG may also provide Information Providers with additional privacy notices regarding the Company's collection, use or disclosure of information in accordance with applicable law.