Effective Date: May 26, 2025

You can find a printable PDF version of this notice at www.brightlightpictures.com/usprivacypolicy.

**Who is this privacy notice for?**

Line Up (Southernlight) Productions, Inc. (with its affiliates, “Producer” and “we”) values your privacy and wants you to be familiar with how we collect, use, and disclose information from and about Producer employees, independent contractors, vendors, and others in connection with a production (“Covered Individuals” and “you”). This Global Privacy Notice for Producer Talent, Crew, and Participants (“Privacy Notice”) describes our privacy policy for Covered Individuals. Depending on where you are located or reside, one or more of our region- or country-specific notices providing additional information may also apply:

* [Supplemental Notice for California](#_Supplemental_Notice_for)
* [Supplemental Notice for the UK and EEA](#_Supplemental_Notice_for_1)
* Supplemental Notice for Canada

The Privacy Notice does not create an employment relationship between Covered Individuals (and in particular, independent contractors) and Producer or Amazon.

Information collected by or on behalf of Amazon will be treated in accordance with Amazon’s applicable privacy notice.

# What personal information does Producer collect, and from where?

Line Up (Southernlight) Productions, Inc. at 16030 Ventura Boulevard, Suite 380, Encino, California 91436 controls the collection of personal information and how it is used. In some countries, this is referred to as the “controller” or “responsible organization.”

We collect personal information from you directly, from your interactions with us, and from third parties such as service providers, benefit and insurance providers, prior and current employers, recruitment and talent agencies, studios, television networks, references provided by you, and background check services, as well as data brokers and publicly available sources. We may combine information that we collect from you with other information we obtain from other sources. We may use and share information that we aggregate (compile to create statistics that cannot identify a particular individual) or de-identify (strip information of all unique identifiers such that it cannot be linked to a particular individual) at our discretion.

We may collect the following categories of personal information from you directly or from a third party, with your knowledge and authorization where required (some or all may apply to you, depending on your employment or contractual status and applicable laws of your jurisdiction of residence):

* Identifiers and contact information such as real name, alias, postal address, unique personal identifier, online identifier, email address, social security/insurance number, driver’s license number, state identification number, passport number, or other similar identifiers
* Background check information
* Demographic data that may reveal age, gender, race, sexual orientation, religious or philosophical beliefs, union membership, citizenship or immigration status, or other protected classifications
* Education information
* Professional or employment-related information
* Health information (*e.g.*, vaccination records or injury records)
* Audio, electronic, or visual information (*e.g.*, a photograph), or similar information
* Biometric information

If you do not provide or authorize collection of necessary information when requested, we may not be able to fulfill our legal or contractual obligations, and we will tell you about the implications of that decision.

# How does Producer use personal information?

Generally, we may use any of the personal information we collect as appropriate and necessary to administer your relationship with, involvement with, or services with Producer, including for the following purposes (some or all may apply to you, depending on your employment or contractual status and applicable laws of your jurisdiction of residence):

* Evaluate candidates for employment, contract work or participation in productions
* Provide you with information and otherwise communicate with you and third parties
* Conduct safety and security screenings
* Provide and administer compensation, and for employees, benefits, and other work-related entitlements and programs
* Manage and protect equipment, systems, and resources owned or used by Producer
* Communicate with your designated contacts in the case of an emergency
* Respond to and comply with your requests and inquiries
* Monitor compliance with and comply with applicable laws, regulations and rules, court and government agency orders, Producer policies and rules, and agreements
* Encourage equitable representation for talent and crew
* Meet eligibility requirements for film and television awards
* Conduct other legitimate business activities
* Comply with legal process, such as warrants, subpoenas, court orders, and lawful regulatory or law enforcement requests, and to comply with applicable legal requirements

Each category of personal information is generally retained for as long as necessary to fulfill the purposes for which it was collected and in order to comply with legal and regulatory requirements.

# With whom does Producer share personal information?

We may share information with members of Producer’s group of companies for legitimate purposes, with your consent (where required by applicable law), and where lawful to do so. We take appropriate steps to ensure that people who receive your information are bound to maintain the confidentiality of the information.

We engage vendors to perform specific business functions on behalf of Producer, which may receive personal information from us or collect it from you directly. These vendors must provide sufficient guarantees regarding the protection of personal information and are obligated by contract to use the information they receive only for the purpose of providing these business functions, which include:

* Functional support services
* Occupational health and safety
* HR services
* Auditing and accounting
* Professional services consultants
* Security services
* IT services

We may share your personal information in order to comply with U.S. state and federal laws or other applicable laws around the world (for example, in the country of your residence), or respond to a court order, judicial or other government request, subpoena, or warrant in the manner legally required.

We reserve the right to disclose information that we believe, in good faith, is appropriate or necessary to protect Producer from potential liability or from fraudulent, abusive, or unlawful conduct or practices; investigate and defend ourselves against third-party claims, or allegations; protect Producer against security incidents and misuse; or protect the rights, property, or safety of Producer, our employees, or others.

In certain circumstances, we may share your personal information to third parties who act as controllers in their own right, such as:

* Other producers and financers of Producer’s productions
* Other companies associated with a production or that manage distribution or intellectual property rights of a production
* Administrative authorities (e.g., tax or social security authorities)
* Recruiting and talent agencies
* Financial institutions
* Insurance organizations
* Governmental organizations or agencies, including law enforcement
* Employee benefits providers
* External auditors
* Unions and guilds
* Film and television awards organizations

In such cases, your personal information would become subject to the privacy policies and practices of such third parties once it is shared with them.

We may also disclose your personal information in connection with a substantial corporate transaction, such as the sale of a business asset or line, a merger, consolidation, asset sale, initial public offering, or bankruptcy. We cannot promise that an acquiring party or the merged entity will have the same privacy practices or treat personal information as described in this notice.

To the extent that we receive protected health information about you, that information is subject to electronic disclosure to the extent permitted by applicable law.

We do not share your personal information with third parties for those third parties’ direct marketing purposes.

# Does Producer transfer personal information to other countries or regions?

We may collect, process, and store your personal information in the United States and other countries. The laws in the United States regarding personal information may be different from the laws of your country. Any such transfers will comply with safeguards as required by relevant law.

# How does Producer secure personal information?

We maintain reasonable security procedures and practices appropriate to the nature of the personal information to protect the confidentiality of personal information in accordance with applicable law.

# What are your options and rights regarding personal information?

Your browser or device may include “Do Not Track” functionality. Our information collection and disclosure practices and the choices that we provide to you will continue to operate as described in this notice regardless of whether a Do Not Track signal is received.

You may have certain rights with respect to your personal information depending on your location or residency, which may be described in a Supplemental Notice. To exercise your rights, please contact us as described below.

# Changes and Updates to the Privacy Notice

We reserve the right to change, modify, add, or remove portions of the Privacy Notice at any time (for example, to reflect changes to our business). Please check the Privacy Notice periodically for those changes.

# Contact Us

For questions regarding privacy practices or this notice, please contact our Privacy Officer, Trevor Herrmann, by email at [privacy@brightlightpictures.com](mailto:privacy@brightlightpictures.com) or calling toll-free at 1-833-740-5771.

# Supplemental Notice for California

Last updated: May 26, 2025

In combination with the Privacy Notice, this Supplemental Notice for California (“California Notice”) provides additional information about our handling of personal information of Covered Individuals residing in California (“you”) under the California Consumer Privacy Act, as modified by the California Privacy Rights Act (collectively, the CCPA). For purposes of this California Notice, personal information does not include publicly available information or lawfully obtained, truthful information that is a matter of public concern.

The CCPA provides California residents with rights to receive certain disclosures regarding the collection, use, and disclosure of their personal information, as well as rights to know/access, correct, delete, and limit disclosure of personal information. They also have the right to be free from discrimination based on the exercise of their CCPA rights. To the extent that we collect personal information that is subject to the CCPA, that information, our practices, and your rights are described below.

## **Notice at Collection**

We collect the categories of personal information listed under “What personal information does Producer collect, and from where?” in the Privacy Notice. The categories we use to describe the personal information are those enumerated in the CCPA. We collect personal information for the purposes described under “[How does Producer use personal information?](#_How_does_Big)” in the Privacy Notice.

We may disclose all categories of personal information, including sensitive personal information, that we collect to service providers/contractors and third parties for the business and commercial purposes described under “[With whom does Producer share personal information?](#_With_whom_does)” in the Privacy Notice. Entities to whom we disclose personal information for business purposes are service providers or contractors, which are companies we engage to conduct activities on our behalf. We restrict service providers and contractors from using personal information for any purposes that is not related to our engagement. A company may be considered a third party either because we disclose personal information to it for something other than a business purpose enumerated under California law, or because its contract does not restrict it from using personal information for purposes unrelated to the service it provides to us.

We do not “sell” or “share” personal information, as those terms are defined by the CCPA, or use or disclose sensitive personal information for any purpose not expressly authorized by the CCPA.

We determine the retention period for each category of personal information listed based on (1) the length of time we need to retain the information to achieve the business or commercial purpose for which it was obtained, (2) any legal or regulatory requirements applicable to such information, (3) internal operational needs, and (4) any need for the information based on any actual or anticipated investigation or litigation.

## **Your Rights**

You have the following rights under the CCPA:

* Know/Access: Request access to personal information collected about you and information regarding the source of that personal information, the purposes for which we collect it, and the third parties and service providers to whom we sell, share, or disclose it.
* Correction: Request in certain circumstances that we correct personal information that we have collected about you.
* Deletion: Request that we delete personal information that we have collected directly from you.
* Opt out of our sale or sharing of your personal information to third parties; however, we do not sell or share personal information.
* Limit our use of your sensitive personal information if we use such information infer certain characteristics about you; however, we do not use sensitive personal information to infer characteristics about you.

To exercise the rights available to you, please contact us as described in the Privacy Notice. You may, under certain circumstances, authorize another individual or a business, called an authorized agent, to make requests on your behalf. We may have a reason under the law why we do not have to comply with your request, or why we may comply with it in a more limited way than you anticipated. If we do, we will explain that to you in our response.

For security purposes we will generally ask you, or your authorized agents, for information to verify your request. We verify your identity by asking you to provide personal identifiers that we can match against information we may have collected from you previously. We may need to follow up with you to request more information to verify identity. We will not use personal information we collect in connection with verifying or responding to your request for any purpose other than responding to your request.

# Supplemental Notice for the United Kingdom (UK) and European Economic Area (EEA)

Last updated: May 26, 2025

In combination with the Privacy Notice, this Supplemental Notice for the UK and EEA (“UK/EEA Notice”) provides additional information about our processing of personal information of Covered Individuals located in the UK or EEA (“you”) under the General Data Protection Regulation (GDPR).

## **Lawful Basis for Processing**

We process your personal information on the following grounds (some or all may apply to you):

* Where you (or your guardian) has provided consent to processing for one or more specific purposes. In any instance where we are processing your information based on consent, you have the right to withdraw that consent at any time.
* Processing is necessary to enter into or to perform a contract with you.
* Processing is necessary for Producer to comply with its legal obligations.
* Processing is necessary to protect your vital interests or those of another natural person.
* Processing is necessary to pursue the following legitimate interests of Producer or a third party: our legitimate business interests as a production company; to protect our customers, personnel, investors, property, and reputation; to prevent fraud and deter and report potential crimes; to preserve the integrity of our information systems and networks; to evaluate or prepare for corporate transactions and events such as mergers and acquisitions and succession planning; to account to or seek information or payment from a union, guild, or performance rights organization; to promote diversity in our workplace and prevent discrimination and harassment in the workplace; and to enhance health and safety in the workplace. We are mindful of our obligation not to process your personal information where your privacy interests override these legitimate business interests.

Where we have a need to process any of the special categories of personal information under the GDPR (information relating to your racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, identifying biometric data, or data concerning health, sex life, or sexual orientation), we will so do only with your explicit consent or as required or authorized by law.

## **Automated Decision-Making, Including Profiling**

We do not use your personal information for automated decision making, including “profiling,” as that term defined in the GDPR. We will inform you separately if your personal information is ever made subject to automated decision making where required by applicable data protection law.

## **International Data Transfers**

Where we transfer personal information to recipients outside the UK, EEA, or Switzerland, we do so subject to approved safeguards, such as an EU or national determination of legal adequacy, the use of EU-approved standard contractual clauses, or certification under a cooperative framework program. If you would like to see a copy of any relevant provisions, please send an email to privacy@brightlightpictures.com.

## **Your Rights**

You have the following rights under the GDPR:

* Access and Portability: Request access to personal information we hold about you or request transmission of your data to a third party.
* Correction: Request that we rectify inaccurate or incomplete personal information we store about you.
* Erasure: Request that we erase personal information when such data is no longer necessary for the purpose for which it was collected, when you withdraw consent and no other legal basis for processing exists, or when you believe that your fundamental rights to data privacy and protection outweigh our legitimate interest in continuing the processing.
* Restriction of processing: Request that we restrict our processing of personal information if there is a dispute about the accuracy of the data; if the processing is unlawful; if the processing is no longer necessary for the purposes for which it was collected but is needed by you for the establishment, exercise or defense of legal claims; or if your request to object to processing is pending evaluation.
* Objection to processing: Object to processing of your personal information based on our legitimate interests or for direct marketing (including profiling). We will no longer process the data unless there are compelling legitimate grounds for our processing that override your interests, rights, and freedoms, or for the purpose of asserting, exercising, or defending legal claims.
* Transfers: Obtain information about and a copy of the safeguards we use to transfer personal data across borders.

To exercise the rights available to you, please contact us as described in the Privacy Notice.

For security purposes, we will generally ask you for information to verify your request. We verify your identity by asking you to provide personal identifiers that we can match against information we may have collected from you previously. We may need to follow up with you to request more information to verify identity. We will not use personal information we collect in connection with verifying or responding to your request for any purpose other than responding to your request.

You also have the right to lodge a complaint with a supervisory authority if you believe that we have not complied with the requirements of the GDPR with regard to your personal information, and you are not satisfied after contacting us as described above. Contact details for data protection authorities are available at <http://ec.europa.eu/justice/data-protection/bodies/authorities/index_en.htm>.

**Supplemental Notice for Canada**

Last updated: May 26, 2025

In combination with the Privacy Notice, this Supplemental Notice for Canada (“Canada Notice”) provides additional information about our collection, use, disclosure or other processing of personal information of Covered Individuals located in Canada (“you”) under, as applicable, Alberta’s *Personal Information Protection Act*, British Columbia’s *Personal Information Protection Act*, Quebec’s *Act respecting the protection of personal information in the private sector* and/or Canada’s *Personal Information Protection and Electronic Documents Act* (individually, or collectively, “Canadian Privacy Law”).

For purposes of the Privacy Notice and this Canada Notice, personal information does not include: (a) business contact information that is collected, used, and disclosed solely for the purpose of facilitating communication with you in relation to your employment, business or profession; and (b) anonymized information that does not, directly or indirectly, identify an individual.

**Consent for Collection, Use or Disclosure of Personal Information**

Unless otherwise provided under Canadian Privacy Laws, we will only collect, use, disclose or otherwise process your personal information with your consent, which may be express or implied, depending on the sensitivity of the personal information. Where we have a need to collect, use, disclose or otherwise process any personal information regarded as sensitive personal information under Canadian Privacy Law, we will so do only with your express consent or as required or authorized by Canadian Privacy Law.

In addition to the categories of personal information listed under “What personal information does Producer collect, and from where?” in the Privacy Notice, we may collect the following personal information from you directly or from a third party (some or all may apply to you, depending on your employment or contractual status and applicable laws of your jurisdiction of residence):

* Emergency contact information (on a voluntary basis).
* Bank account details and payroll information, where applicable.
* Guild or trade union membership, if applicable.
* CAVCO Personnel Number, if applicable.
* Disability disclosures that require accommodation.
* Federal and provincial tax deduction information.

The personal information we collect and maintain about you may include motion captures and scans of your face, body, and movements for the purposes of creating digital versions of your likeness, movements, and sounds for use in connection with our audio-visual production activities, to the extent applicable to your engagement.

In addition to the purposes listed under “How does Producer use personal information?” in the Privacy Notice, we may use and disclose your personal information for the following purposes (some or all may apply to you, depending on your employment or contractual status and applicable laws of your jurisdiction of residence):

* Process employee work-related claims (for example, insurance and worker’s compensation claims) for employees.
* Provide and assess education, training, and development requirements.
* Apply for and otherwise administer tax credits and other governmental incentives and respond to related inquiries.

We will only collect, use or disclose your personal information for the purposes for which we collected it, as described in the Privacy Notice and this Canada Notice. If we need to use or disclose your personal Information for a new or unrelated purpose, we will provide notice to you and, if required by Canadian Privacy Law, seek your consent. We may collect, use or disclose your Personal Information without your knowledge or consent where required or permitted by applicable law.

## **International Data Transfers**

## As set out in the Privacy Notice, we may collect, process, and store your personal information in the United States and other countries. The laws in the United States or those other countries regarding personal information may be different from Canadian Privacy Law and may include lawful requirements of access to personal information without your consent by the courts, law enforcement agencies and national security authorities of such jurisdictions. If you would like more information about our privacy policies regarding the use of non-Canadian vendors (service providers), please contact as indicated in the “Contact Us” section of the Privacy Notice.

## **Your Rights**

Subject to certain exceptions as prescribed by Canadian Privacy Law, you may have certain rights with respect to your personal information, including the following:

* Access/Correction: Request access to personal information we hold about you and request in certain circumstances that we correct such personal information.
* Withdraw Consent: Withdraw your consent to our collection, use and/or disclosure of your personal information under certain circumstances.

To exercise the rights available to you, please contact us as described in the Privacy Notice.

For security purposes, we will generally ask you for information to verify your request. We verify your identity by asking you to provide personal identifiers that we can match against information we may have collected from you previously. We may need to follow up with you to request more information to verify identity. We will not use personal information we collect in connection with verifying or responding to your request for any purpose other than responding to your request.

If we cannot fulfil your request, we will inform you of the reasons why, subject to any legal or regulatory restrictions. If you remain dissatisfied with the reply received, you may refer your complaint to the relevant privacy commissioner in your jurisdiction.

**Monitoring and Reviewing**

To the extent permitted by local laws, if we or Amazon provide you with hardware, access to our or Amazon’s email and/or systems in the course of your employment, then we or Amazon, as applicable, may monitor your use of such hardware, email, and usage of systems. The purpose of monitoring and reviewing such hardware, emails, and use of systems is to ensure our and Amazon’s compliance with legal and regulatory requirements and with our and Amazon’s policies and procedures; to detect and investigate suspected breaches (including criminal offences) of applicable legal and regulatory requirements and our and Amazon’s policies and procedures; to investigate complaints; to preserve emails (including any attached documents) for pending or anticipated litigation; and ensure the safety of our and Amazon’s information systems security.

**CCTV Systems**

We may have installed a closed-circuit television (“**CCTV**”) system in public areas and certain private areas of our premises, for the safety of our employees, contractors, vendors and other visitors to our premises, and to protect our corporate assets and property. The images will only be viewed and/or maintained in case of suspicion, investigation or prosecution of an incident.