



## **NBCUniversal LAUNCH Privacy Notice**

**April 2026**

### **1. Who are we and how to contact us**

NBCUniversal LAUNCH is the umbrella brand for NBCUniversal’s talent development programs across its broadcast and entertainment cable networks and streaming entertainment platforms, including NBC, Bravo and Peacock as well as Universal Studio Group, which comprises Universal Television, Universal Content Productions (UCP), Universal International Studios and Universal Television Alternative Studio. This notice explains how NBCUniversal Media, LLC (including its relevant group companies) (“**NBCU**” or “**we**”) collects and uses personal information about you when you apply for or participate in NBCU LAUNCH talent development programs.

### **2. What information do we collect**

We collect the information you provide in your application and during the program, including (as applicable) your name and contact details and that of your representatives; information about your eligibility, employment, education, skills and experience; union membership; work samples and portfolio links; references; interview and assessment data; scheduling and availability; accessibility/accommodation requests; and program performance. We may also receive your resume and related information from referrers (e.g., producers, employees, mentors), nonprofit and training partners, or collect it from publicly available sources such as IMDb.

For some programs (e.g. Unscripted Pitch Accelerator), we require applicants to provide a character reel to support submissions for talent-led projects such as docu-soaps, or occu-soaps that center on a family, group, or business. Character reels are filmed video materials that feature identifiable individuals in real world environments, relationships and activities. When your submission includes information relating to other individuals (e.g. family members, friends, colleagues, children), it is your responsibility to ensure that you have the appropriate permissions to include them, and to provide them with information about this use. We encourage you to avoid including children in character reels, and if you do include them, you must obtain their parents’ or guardian’s consent. Please also avoid including unnecessary or sensitive personal information in character reels.

### **3. How we use your information**

Depending on the program, we may use your information to process your application, assess eligibility and suitability, communicate with you, deliver training and mentorship, manage placements and scheduling, help you to be considered for potential employment or professional opportunities at NBCU or with industry partners, process your expenses or stipends, promote our

programs, manage our alumni, and maintain program records. These purposes help to further our legitimate interests of conducting talent development programs.

If you have provided us with disability or health information so that we can make adjustments in connection with a program or placement, we will use this to support you accordingly.

We use video submissions, including character reels, for the purpose of evaluating and developing program pitches and related talent opportunities, and for internal review by relevant NBCUniversal development, talent and commissioning teams, in line with our legitimate interests.

#### **4. Sharing your information**

We share your information with internal NBCU teams involved in talent development, production and HR, and with service providers who support our programs (e.g., application platforms, assessment, scheduling, communication, and travel support) under appropriate contracts. NBCUniversal's US-based talent development team may be involved in the processing of your application. When transferring UK applicant or participant data to recipients in the US, we ensure that the recipients are contractually obliged to protect the data in accordance with the standard data protection clauses that have been approved by the UK authorities.

For applicants who were referred to us, we may provide the referrer with updates on the applicant's progress (e.g. if they were successfully placed).

Generally, we will only disclose personal information to third parties other than as described above when required to do so by law, regulation or legal process; in response to a legitimate request for assistance by the police or other law enforcement agency; or to seek legal advice from NBCUniversal's external lawyers or in connection with litigation.

#### **5. How long we keep your information**

We will keep your information only for as long as it is necessary to fulfill the purposes described above, unless a longer retention is required or permitted by law. In determining how long to retain your information, we consider the amount, nature and sensitivity of the information, the potential risk of harm from unauthorized use or disclosure of the information, the purposes for which we process the information, and applicable legal requirements.

#### **6. Your privacy rights**

If you are a California or UK resident, you or your authorized agent have the right to make certain requests regarding your personal information. These include the right to request access to specific personal information; the right to request deletion of your personal information; and the right to request correction of personal information. These rights are not absolute and exemptions apply. You can exercise these rights using the contact details provided in your program communications or by contacting [privacy@nbcuni.com](mailto:privacy@nbcuni.com) and stating "NBCU LAUNCH" in the header. We will not discriminate against you for exercising your privacy rights. Please note that we do not "sell" or "share" your personal information with third parties for cross context-behavioral advertising, and have not done so in the 12 months prior to the effective date of this policy.

If you are based in the UK, the data controller for your personal information is the NBCUniversal group company mentioned in the program materials. You have the right to complain to the UK Information Commissioner's Office (<https://ico.org.uk/>) about our collection and use of your personal information, but we hope that you will contact us first to give us a chance to resolve your concerns.

**Contact Details**

Email: [privacy@nbcuni.com](mailto:privacy@nbcuni.com)  
and state "NBCU LAUNCH" in the header