

US Privacy Notice

Specific Rights for State Residents

Effective Date: December 19, 2023

This page supplements the Company's [Privacy Notice](#) which directed you to this page, and sets forth information and describes rights that may be applicable to residents of the following US states:

California
Virginia
Colorado
Connecticut
Virginia

The purpose of this notice is to provide information to residents of these US states, and to notify them of their rights under the law of their state of residence. This section is not applicable to and may not be relied upon by anyone who resides outside of the listed US states. If you reside in one of the listed US states, (a) you may have additional rights with respect to your personal data, and (b) you should note the following.

Notices:

The Company may, through a variety of online and offline sources, collect the categories of personal information identified below and in the Company's Privacy Notice:

- **Personal identifiers** such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, account name, social security number, driver's license number, passport number, telephone number, passport number, state identification card number, insurance policy number, bank account number, credit card number, debit card number, financial information, medical information, or health insurance information.
- **Commercial information**, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
- **Internet or other electronic network activity** information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an Internet Web site, application, or advertisement
- **Geolocation data.**
- **Biometric and physical characteristics** such as audio, electronic, visual, thermal, olfactory, or similar information.
- **Professional or employment-related information.**
- **Education information**

Such collected information may be used for the purposes described elsewhere within the Company's [Privacy Notice](#) which directed you to this page.

Sale and Disclosure

We disclose personal information for business purposes. The categories of personal information that we have disclosed for business purposes within the preceding 12 months include:

- **Personal identifiers** such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, account name, social security number, driver's license number, passport number, telephone number, passport number, state identification card number, insurance policy number, bank account number, credit card number, debit card number, financial information, medical information, or health insurance information.
- **Commercial information**, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
- **Internet or other electronic network activity** information, including, but not limited to, browsing

history, search history, and information regarding a consumer's interaction with an Internet Web site, application, or advertisement.

- **Geolocation data.**
- **Biometric and physical characteristics** such as audio, electronic, visual, thermal, olfactory, or similar information.
- **Professional or employment-related information.**
- **Education information**

The categories of third parties with which we may share personal data are described in the Company's Privacy Notice which directed you to this page. Please note that we do not engage in the sale of personal data to third parties at this time.

Exercise of Applicable Rights; Appeal

In order to exercise any rights that may be available to you under the law of the state in which you reside (for example, any rights to deletion or disclosure of personal data or to appeal a decision that we have made with respect to your request), please contact us via this [online form](#).

Please note that any requests may be subject to verification of the identification of the requestor. The method we would use to verify your identity will be different depending on the manner and context in which your data was collected, and may require the provision by you of such personal information as may be necessary to match you to our records of you (if any). Depending on the laws of your state, you may be entitled to use an authorized agent to exercise your rights on your behalf and, if you choose to do so, such an agent may contact us in the same manner as described above, and will also be required to verify their own identity and their authority to act on your behalf.

If you have questions, concerns or comments, please contact us via this [online form](#).

Additional Notices for California Residents

For California Residents Only

This section applies and provides further information to California residents and notifies them of their rights under California law. This section is not applicable to and may not be relied upon by anyone else besides California residents.

California's "Shine The Light" law:

California's "Shine The Light" law permits those of our customers who are California residents to annually request a list of their personal data (if any) that we have disclosed to third parties for direct marketing purposes in the preceding calendar year, and the names and addresses of those third parties. At this time, we currently do not share any personal data with third parties for their direct marketing purposes.

Notices:

The sources from which the personal information may be collected may include:

- the internet sites of the Company and its affiliates that you visit,
- the mobile applications of the Company and its affiliates that you use;
- you or your employer, such as via telephone, mail, email, or at trade shows, or in connection with potential employment or business opportunities;
- our customers, vendors, and suppliers
- third parties from whom we purchase contact data, such as Linked-In

Rights:

(a) California residents have the right to request that we delete the personal data that we have collected about that resident. Please note that there are circumstances under which such a right of deletion does not apply, such as where it is reasonable for us to maintain the personal information to:

- Complete the transaction for which the personal information was collected, provide a good or service requested or reasonably anticipated, or otherwise perform a contract with the resident.
- Detect security incidents; protect against malicious, deceptive, fraudulent or illegal activity; or prosecute those responsible for that activity.
- Debug to identify and repair errors that impair existing intended functionality.
- Exercise free speech, ensure the right of another resident to exercise his or her right of free speech, or exercise another right provided for by law, or Comply with a legal obligation.
- Comply with the California Electronic Communications Privacy Act.
- Engage in public or peer-reviewed scientific, historical or statistical research in the public interest (when deletion of the information is likely to render impossible or seriously impair the achievement of such research) if the resident has provided informed consent.
- To enable solely internal uses that are reasonably aligned with the resident's expectations based on the relationship with us.
- To otherwise use the personal information, internally, in a lawful manner that is compatible with the context in which the resident provided the information.

(b) California residents have the right to request that we disclose, with respect to that resident,

- The categories of personal information we have collected.
- The categories of sources from which we collected the personal information.
- The purpose for collecting or selling personal information.
- The categories of third parties with whom we share personal information.
- The specific pieces of personal information we have collected.

(c) California residents have the right to request correction of inaccurate personal information.

To exercise the rights that may be available to you as described above, please contact us either by this [online form](#) or toll free at 1-877-392-0306.

You have the right not to be discriminated against by us for exercising any of these rights.