

**Effective: January 1, 2023**

**Your privacy is important to us. Please read the below privacy notice to understand Combs & Taylor’s online information practices and your related choices.**

This Privacy Notice (the “**Privacy Notice**”) explains how Combs & Taylor LLP (“**Combs & Taylor**,” “**we**” or “**us**”) collects, uses and discloses information about you when you use [www.combstaylor.com](http://www.combstaylor.com), (the “**Site**”), and other online services (collectively, the “**Services**”). This Privacy Notice also applies when you attend our events or when you otherwise interact with us as described below, unless we state that a different Privacy Notice applies.

We may update this Privacy Notice from time to time. If we make updates, we will notify you by revising the date at the top of this Privacy Notice, and if required by law, we may provide you with additional notice (such as by adding a statement to our Site homepage or by sending you an email). We encourage you to review this Privacy Notice whenever you access the Site or the Services to stay informed about our information practices and the choices available to you.

## **INFORMATION WE COLLECT**

### **Information You Provide to Us**

We collect information you provide directly to us. For example, we collect information when you interact with us as a client (or as a prospective or former client), create an account to access certain features of the Services, access or use any collaboration tools or participate in any interactive features of the Services, send us an email, fill out a form, respond to a survey, register for an event, apply for a job, interact with us on social media, or otherwise communicate with us. The types of information we may collect include your name, username and password, postal address, email address, phone number, current occupation and business contact information, social security number, employment application information (including education and work history), social media username or handle, demographic information, preferences, state bar number and any other information you choose to provide.

### **Information We Collect Automatically**

When you access or use the Services, we collect certain information about you that is sent to us automatically by your web browser, including:

- **Log Information.** Information about your use of the Services, including your internet protocol address (“**IP address**”), the identity of your Internet Service Provider, the name and version of your operating system, the name and version of your browser, the date and time of your visit, and the pages you visit. An IP address is a unique number that is automatically assigned to your computer when you connect to the Internet. It is used to identify your computer’s “location” in cyberspace, so that the information you request can be delivered to you. If you use a dial-up connection or a connection that assigns dynamic IP addresses, your computer will be assigned a new IP Address each time you connect to the Internet. If, however, your computer is permanently connected to the

Internet using a static IP address, the IP address assigned to your computer will generally be the same each time you use your computer. Although it does not identify you by name, we treat your IP address as your personal information.

You should know, that when you access the Services by clicking on a link in an electronic communication you receive from us, your browser tells us that someone has clicked on a particular link in that particular electronic communication. We use this information to improve our marketing efforts. In addition, we review our server logs — which contain visitors' IP addresses — for security and fraud prevention purposes. If criminal activity is suspected, we may share our server logs and the personal information we have collected through the Services with the appropriate investigative authorities who could use that information to trace and identify individuals.

- ***Information Collected by Cookies and Other Tracking Technologies.*** Information collected by us or our third-party providers using various technologies, including cookies and web beacons (or pixel tags). Cookies are small data files stored on your hard drive or in device memory that help us to, among other things, improve the Services and your experience, see which areas and features of the Services are popular and count visits. Web beacons are clear, electronic images that may be used on the Services or in our emails and help deliver cookies, count visits, understand usage and campaign effectiveness and determine if an email has been opened and acted upon. For more information, please refer to our Cookie Notice at [www.combstaylor.com](http://www.combstaylor.com).
- ***Device Information.*** Information about the mobile device you use to access our mobile applications, including the hardware model, operating system and version, unique device identifiers and mobile network information.

### **Information from Other Sources**

We may also obtain information from other sources and combine that with information we collect through the Services. For example, we may use information from LinkedIn to update information about you in our contact database.

## **HOW WE USE YOUR INFORMATION**

We use information about you for various purposes, including to:

- Operate the Services and improve the content, functionality, and usability of the Services;
- Provide legal services;
- Respond to your questions, comments and requests you have made through the Services (including our digital marketing tools);

- Contact you about products, services, offers, promotions, rewards and events offered by Combs & Taylor or our partners that we believe will be of interest to you (unless you have chosen not to receive these communications);
- Contact you with information and notices related to your use of the Services;
- Invite you to participate in surveys and provide feedback to us (unless you have chosen not to receive such invitations);
- Assess job applicants and make hiring decisions;
- Ensure our mailing lists are accurate, current and do not contain multiple entries for the same individual; and
- Monitor and analyze usage, trends and activities related to the Services to better understand your needs and interests.

### HOW WE SHARE YOUR INFORMATION

We may share information about you as follows or as otherwise described in this Privacy Notice. We may also share aggregated or de-identified information, which could be derived from your personal information. This is not considered personal information in law as this information will not directly or indirectly reveal your identity.

- ***Service Providers.*** We may share your personal information with companies that perform services on our behalf and need access to your information to carry out their work for us, such as credit card verification, online recruiting, and web hosting service providers.
- ***State Bar Associations.*** We may share your name and bar number in connection with an application for CLE credit.
- ***Event Co-sponsors.*** Depending on your privacy preferences, we may contact you with information about seminars and other events sponsored by Combs & Taylor. Some of these events may be co-sponsored with other organizations.
- ***As Required by Law; For Public Safety.*** We may disclose personal information when we, in good faith, believe disclosure is appropriate to comply with the law or a legal obligation, including lawful requests by public authorities to meet national security or law enforcement requirements. Additionally, we may share your information if we, in good faith, believe your actions are inconsistent with our terms of use or policies, or to protect the rights, property and safety of any third party.
- ***Sale or Merger.*** In connection with, or during negotiations of, any merger, sale of Combs & Taylor's assets, financing or acquisition of all or a portion of our business to another company.
- ***Your Consent.*** With your consent or at your direction, including if we notify you that the information you provide will be shared in a particular manner and you subsequently provide such information.

## **YOUR CHOICES**

### **In General**

We respect your right to make choices about the ways we collect, use and disclose your personal information.

### **Direct Marketing**

We will not use your personal information for direct marketing purposes, without your consent. We obtain your opt-in consent to our marketing communications. We include an “opt-out” link in electronic newsletters and promotional emails we send you, so that you can inform us that you do not wish to receive such communications from us in the future. If at any time you wish to be removed from our mailing lists, please contact us using the contact information provided at the end of this Privacy Notice. Please provide your full name, company name, postal address and email address so that we can locate you on our mailing lists. We will honor your request within a reasonable period of time and, in any event, within the time limits established by law.

### **Account Information**

If you wish to access, update or correct your personal information, please contact us by email at [evan.taylor@combstaylor.com](mailto:evan.taylor@combstaylor.com) or postal mail at Combs & Taylor LLP, 2101 L Street NW, Ste 300, Washington, DC 20037, Attn: Evan Taylor. We will respond to you within a reasonable time period and, in any case, within the time limits established by applicable law. We may ask you for additional information to verify your identity. In most cases, we will provide access and correct or delete any inaccurate information you discover. In some cases, however, we may limit or deny your request if the law permits or requires us to do so or if we are unable to verify your identity. We reserve the right, subject to applicable law, to charge a reasonable fee to meet our costs in providing you with details of the personal information we hold about you. Please know that we may retain certain information as required by law or for legitimate business purposes.

### **Links to Third Party Content and Other Websites**

We may provide links to or embed videos hosted by third-party web sites, services, and applications, such as YouTube, that are not operated or controlled by Combs & Taylor. This Privacy Notice does not apply to third-party services, and we cannot take responsibility for the content, privacy policies, or practices of third-party services. We encourage you to review the privacy policies of any third-party service before providing any information to or through them.

## **DATA RETENTION AND STORAGE**

### **Data Retention**

We store the information we collect about you for as long as is necessary for the purpose(s) for which we collected it and in accordance with applicable law and legitimate business interests.

When assessing the data retention period, we take into account 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 data and whether we can achieve those purposes through other means, and the applicable legal requirements.

### **Security of Information**

We have reasonable and appropriate security measures in place to protect against the loss, misuse, and alteration of any personal information we receive about you. We maintain appropriate security standards to protect the personal information that we maintain.

Unfortunately, no data transmission or storage can be guaranteed to be completely secure. As a result, while we strive to protect your personal information, you acknowledge that: (a) we cannot control security and privacy indefinitely; (b) the security, integrity, and privacy of information or data exchanged between you and us cannot always be guaranteed; and (c) any such information and data may be viewed or compromised when in transit by a third party.

### **Accuracy of Information**

We strive to keep our records accurate and will make appropriate corrections when you notify us. Please let us know if there is incorrect information in any statements or other communications that you receive from us. If you would like to correct or update your personal information, please contact us at [evan.taylor@combstaylor.com](mailto:evan.taylor@combstaylor.com).

### **Children Under the Age of Thirteen**

Our Site is not intended for children or minors under the age of thirteen years without the permission of a parent or guardian. If you believe that a child has submitted personal information on or through our Site without the consent and supervision of a parent or guardian, please contact us so that we can take appropriate action.

## **CALIFORNIA PRIVACY RIGHTS**

### **Shine the Light**

California Civil Code Section 1798.83 permits users of our Site that are California residents to request certain information regarding our disclosure of personal information to other parties for their direct marketing purposes. To make such a request, please send an email to [evan.taylor@combstaylor.com](mailto:evan.taylor@combstaylor.com) with the subject “Shine the Light Request.”

### **California Consumer Privacy Act**

If you are a California resident, we encourage you to review our California Privacy Policy for information about the additional rights you have under the California Consumer Privacy Act, California Civil Code Sections 1798.100–.199.

**Supplemental Website Privacy Notice for  
California, Colorado, Virginia, Utah, & Connecticut Consumers**

Last Updated: January 2023

This Supplemental Website Privacy Notice (“Supplemental Notice”) applies only to information collected about California, Colorado, Virginia, Utah, and Connecticut consumers. It provides information required under the California Consumer Privacy Act of 2018 and California Privacy Rights Act of 2020 and their implementing regulations (collectively, the “CCPA”), the Colorado Privacy Act of 2021 (the “CPA”), the Virginia Consumer Data Protection Act of 2021 (the “VCDPA”), the Utah Consumer Privacy Act of 2022 (the “UCPA”), and the Connecticut Data Privacy Act of 2022 (“CDPA”). We also provide a brief paragraph regarding information collected about Nevada consumers under the heading “Privacy Notice for Nevada Residents” at the end of this Supplemental Notice. The other portions of this Supplemental Notice do not apply to Nevada consumers.

This Supplemental Notice describes Combs & Taylor LLP’s (“Combs & Taylor,” “we,” “us,” “our”) practices regarding the collection, use, and disclosure of Personal Information and provides instructions for submitting data subject requests. This Supplemental Notice is parallel in scope to our Privacy Notice and applies to information collected through both online and offline interactions with consumers.

Some portions of this Supplemental Notice apply only to consumers of particular states. In those instances, we have indicated that such language applies only to those consumers.

Please also note that this Supplemental Notice does not address our Collection and processing of Personal Information from employees, job applicants, other individuals with whom we interact in an employment-related context, or business contacts.

**A. Definitions**

- “Personal Information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household. Personal Information includes “personal data” as that term is defined in the CPA, VCDPA, UCPA, and CDPA. Personal Information also includes “Sensitive Personal Information,” as defined below, except where otherwise noted.
- “Sensitive Personal Information” means Personal Information that reveals a consumer’s social security, driver’s license, state identification card, or passport number; account log-in, financial account number, debit card number, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account; precise geolocation; racial or ethnic origin, religious beliefs, or union membership; contents of email or text messages; and genetic data. Sensitive Personal Information also includes processing of biometric information for the purpose of uniquely identifying a consumer and Personal Information collected and analyzed

concerning a consumer's health, sex life, or sexual orientation. Sensitive Personal Information also includes "sensitive data" as that term is defined in the CPA, VCDPA, UCPA, and CDPA.

- "Third Party" has the meanings afforded to it in the CCPA, CPA, VCDPA, UCPA, and CDPA.
- "Vendor" means a service provider, contractor, or processor as those terms are defined in the CCPA, CPA, VCDPA, UCPA, and CDPA.

To the extent other terms used in this Supplemental Notice are defined terms under the CCPA, CPA, VCDPA, UCPA, or CDPA they shall have the meanings afforded to them in those statutes, whether or not capitalized herein. As there are some variations between such definitions in each of the five statutes, the definitions applicable to you are those provided in the statute for the state in which you are a consumer. For example, if you are a Virginia consumer, terms used in this Supplemental Notice that are defined terms in the VCDPA shall have the meanings afforded to them in the VCDPA as this Supplemental Notice applies to you.

## **B. Collection & Processing of Personal Information**

We, and our Vendors, collect the following categories of Personal Information about consumers. We also have collected and processed the following categories of Personal Information about consumers in the preceding 12 months:

1. Identifiers, such as name or social security number;
2. Contact and financial information, including phone number, address, email address, bank account number, credit card number, debit card number, or any other financial information;
3. Characteristics of protected classifications under state or federal law, such as gender;
4. Internet or other electronic network activity information, such as browsing history and interactions with our websites or advertisements;
5. Geolocation data, such as device location; and
6. Professional or employment-related information, such as work history and prior employer.

**Retention of Personal Information.** We retain each of the categories of Personal Information listed in Section B for the period reasonably necessary to provide goods and services to you and for the period reasonably necessary to support our business operational purposes listed in Section E.

When assessing the data retention period, we take into account 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 data and whether we can achieve those purposes through other means, and the applicable legal requirements.

### **C. Categories of Personal Information We Disclose to Vendors & Third Parties**

In the past twelve months, we have disclosed the following categories of Personal Information to Vendors and Third Parties for a business purpose:

1. Identifiers, such as name or social security number;
2. Contact and financial information, including phone number, address, email address, bank account number, credit card number, debit card number, or any other financial information;
3. Characteristics of protected classifications under state or federal law, such as gender;
4. Internet or other electronic network activity information, such as browsing history and interactions with our websites or advertisements;
5. Geolocation data, such as device location; and
6. Professional or employment-related information, such as work history and prior employer.

**Disclosure for California Consumers:** We will not sell or share any of the categories of Personal Information we collect about you, and we have not sold or shared Personal Information about California consumers in the past twelve months. Relatedly, we do not have actual knowledge that we sell or share Personal Information of California consumers under 16 years of age. For purposes of the CCPA, a “sale” is the disclosure of Personal Information to a Third Party for monetary or other valuable consideration, and a “share” is the disclosure of Personal Information to a Third Party for cross-context behavioral advertising, whether or not for monetary or other valuable consideration.

**Disclosure for Colorado, Virginia, Utah, and Connecticut Consumers:** We do not sell or share Personal Information to Third Parties or process Personal Information for purposes of targeted advertising, as the terms “sell,” “share,” “process,” and “targeted advertising” are defined in the CPA, VCDPA, UCPA, and CDPA.

### **D. Sources from Which We Collect Personal Information**

We collect Personal Information directly from California, Colorado, Virginia, Utah, and Connecticut consumers, as well as from joint marketing partners, public databases, providers of demographic data, publications, professional organizations, social media platforms, people with whom you are connected on social media platforms, and Vendors and Third Parties when they share the information with us.

### **E. Purposes for Processing & Disclosing Personal Information**

We, and our Vendors, collect, process, and disclose the Personal Information (excluding Sensitive Personal Information) described in this Supplemental Notice to:

- Operate, manage, and maintain our business;
- Confirm consumer identities;
- Manage client relationships;



- Provide client services;
- Provide, develop, improve, and maintain our services;
- Record and maintain client instructions;
- Process payment transactions;
- Promote client or business-development events and programming;
- Direct marketing, including newsletters and client alerts;
- Better understand the market for our existing services, and potential new services, and adjust our research, development, and marketing strategies accordingly;
- Conduct research, analytics, and data analysis;
- Monitor and improve website functionality;
- Maintain our facilities and infrastructure;
- Protect against security threats and misuse of Combs & Taylor websites;
- Conduct risk and security controls and monitoring;
- Detect and prevent fraud;
- Perform accounting, audit, and other internal functions, such as internal investigations;
- Process payment transactions;
- Maintain records;
- Otherwise accomplish our business purposes and objectives.

In addition to the purposes identified above, Combs & Taylor may use and disclose any and all Applicant Personal Information that we Collect as necessary or appropriate to:

- Comply with laws and regulations, including, without limitation, applicable tax, health and safety, anti-discrimination, immigration, labor and employment, and social welfare laws;
- Monitor, investigate, and enforce compliance with and potential breaches of Combs & Taylor policies and procedures and legal and regulatory requirements;
- Comply with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summons; and
- Exercise or defend the legal rights of Combs & Taylor and its employees, affiliates, customers, contractors, and agents.

We, and our Vendors, collect and process the Sensitive Personal Information described in this Supplemental Notice only for the below purposes that are authorized by the CCPA and its implementing regulations:

- Performing the services or providing the goods reasonably expected by an average consumer who requests those goods or services;
- **Ensuring security and integrity to the extent the use of the consumer's Personal Information is reasonably necessary and proportionate for these purposes;**
- Preventing, detecting, and investigating security incidents that compromise the availability, authenticity, integrity, or confidentiality of stored or transmitted Personal Information;
- Resisting malicious, deceptive, fraudulent, or illegal actions directed at the business and prosecuting those responsible for those actions;
- Ensuring the physical safety of natural persons;

- Short-term, transient use, including, but not limited to, nonpersonalized advertising shown as part of a consumer’s current interaction with us; provided that we will not disclose the consumer’s Personal Information to a Third Party and or build a profile about the consumer or otherwise alter the consumer’s experience outside the current interaction with the business;
- Performing services on our behalf, including maintaining or servicing accounts, providing customer service, processing or fulfilling orders and transactions, verifying customer information, processing payments, providing financing, providing analytic services, providing storage, or providing similar services on our behalf;
- Undertaking activities to verify or maintain the quality or safety of a service or device that is owned, manufactured, manufactured for, or controlled by us, and to improve, upgrade, or enhance the service or device that is owned, manufactured, manufactured for, or controlled by us; and
- Collecting or processing Sensitive Personal Information where such collection or processing is not for the purpose of inferring characteristics about a consumer.

#### **F. Categories of Entities to Whom We Disclose Personal Information**

- **Affiliates & Vendors.** We may disclose your Personal Information to our affiliates and Vendors for the purposes described in Section E of this Supplemental Notice. Our Vendors provide us with services for our websites, as well as other products and services, such as web hosting, data analysis, payment processing, customer service, infrastructure provision, technology services, email delivery services, credit card processing, legal services, and other similar services. We grant our Vendors access to Personal Information only to the extent needed for them to perform their functions and require them to protect the confidentiality and security of such information.
- **Third Parties.** For each category of Personal Information identified in Section C, we disclose such Personal Information to the following categories of Third Parties:
  - **At Your Direction.** We may disclose your Personal Information to any Third Party with your consent or at your direction.
  - **Business Transfers or Assignments.** We may disclose your Personal Information to other entities as reasonably necessary to facilitate a merger, sale, joint venture or collaboration, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).
  - **Legal and Regulatory.** We may disclose your Personal Information to government authorities, including regulatory agencies and courts, as reasonably necessary for our business operational purposes, to assert and defend legal claims, and otherwise as permitted or required by law.

#### **G. Data Subject Rights**

- **Exercising Data Subject Rights.** California, Colorado, Virginia, Utah, and Connecticut consumers have certain rights with respect to the collection and use of their Personal

Information. Those rights vary by state. As required by the CCPA, we provide detailed information below regarding the data subject rights available to California consumers. Colorado, Virginia, Utah, and Connecticut consumers have similar rights and can find more detail by referencing the CPA, VCDPA, UCPA, or CDPA, as applicable. You may exercise the data subject rights applicable to you under the CCPA, CPA, VCDPA, UCPA, or CDPA by contacting us at [evan.taylor@combstaylor.com](mailto:evan.taylor@combstaylor.com) or by calling 202.448.1008. Consumers in some states may also authorize an agent to make data subject requests on their behalf via the above-listed methods.

- **Verification of Data Subject Requests.** We may ask you to provide information that will enable us to verify your identity in order to comply with your data subject request. In particular, when a California consumer authorizes an agent to make a request on their behalf, we may require the agent to provide proof of signed permission from the consumer to submit the request, or we may require the consumer to verify their own identity to us or confirm with us that they provided the agent with permission to submit the request. In some instances, we may decline to honor your request if an exception applies under applicable law. We will respond to your request consistent with applicable law.
- **Non-Discrimination.** We will not discriminate against you for exercising your data subject rights. For example, we will not deny goods or services to you, or charge you different prices or rates, or provide a different level of quality for products or services as a result of you exercising your data subject rights.
- **Appeals for Virginia, Colorado, and Connecticut Consumers.** Virginia, Colorado, and Connecticut consumers have the right to appeal our decisions on their data subject requests. This section does not apply to California or Utah consumers. To appeal our decision on your data subject requests, you may contact our Privacy Office at [evan.taylor@combstaylor.com](mailto:evan.taylor@combstaylor.com) or by calling 202.448.1008. Please enclose a copy of or otherwise specifically reference our decision on your data subject request, so that we may adequately address your appeal. We will respond to your appeal in accordance with applicable law.
- **Data Subject Rights Disclosure for California Consumers:** California consumers have the following rights regarding our collection and use of their Personal Information, subject to certain exceptions.
  - **Right to Receive Information on Privacy Practices:** You have the right to receive the following information at or before the point of collection:
    - The categories of Personal Information to be collected;
    - The purposes for which the categories of Personal Information are collected or used;
    - Whether or not that Personal Information is sold or shared;
    - If the business collects Sensitive Personal Information, the categories of Sensitive Personal Information to be collected, the purposes for which it is collected or used, and whether that information is sold or shared; and

- The length of time the business intends to retain each category of Personal Information, or if that is not possible, the criteria used to determine that period.

We have provided such information in this Supplemental Notice, and you may request further information about our privacy practices by contacting us as at the contact information provided above.

- **Right to Deletion:** You may request that we delete any Personal Information about you we that we collected from you.
- **Right to Correction:** You may request that we correct any inaccurate Personal Information we maintain about you.
- **Right to Know:** You may request that we provide you with the following information about how we have handled your Personal Information:
  - The categories of Personal Information we collected about you;
  - The categories of sources from which we collected such Personal Information;
  - The business or commercial purpose for collecting, selling, or sharing Personal Information about you;
  - The categories of Third Parties to whom we disclose such Personal Information; and
  - The specific pieces of Personal Information we have collected about you.
- **Right to Receive Information About Onward Disclosures:** You may request that we disclose to you:
  - The categories of Personal Information that we have collected about you;
  - The categories of Personal Information that we have sold or shared about you and the categories of Third Parties to whom the Personal Information was sold or shared; and
  - The categories of Personal Information we have disclosed about you for a business purpose and the categories of persons to whom it was disclosed for a business purpose.
- **Right to Non-Discrimination:** You have the right not to be discriminated against for exercising your data subject rights. We will not discriminate against you for exercising your data subject rights.
- **Rights to Opt-Out of the Sale and Sharing of Your Personal Information and to Limit the Use of Your Sensitive Personal Information:** You have the right to opt-out of the sale and sharing of your Personal Information. You also have the right to limit the use of your Sensitive Personal Information to the purposes authorized by the CCPA. We will not sell or share any of the categories of Personal Information we Collect about you, and we have not sold

or shared Personal Information in the past twelve months. Further, we do not use or disclose Sensitive Personal Information for purposes beyond those authorized by the CCPA.

- **Opt-Out Preference Signals.** We do not sell or share Personal Information or use or disclose Sensitive Personal Information for purposes other than those authorized by the CCPA and its implementing regulations, as listed in Section E. Accordingly, we do not process opt-out preference signals. If we process opt-out preference signals in the future, we will update this policy to provide details about how we do so.

## H. Other Disclosures

- **California Residents Under Age 18.** If you are a resident of California under the age of 18 and a registered user of our website, you may ask us to remove content or data that you have posted to the website by writing to [evan.taylor@combstaylor.com](mailto:evan.taylor@combstaylor.com). Please note that your request does not ensure complete or comprehensive removal of the content or data, as, for example, some of your content or data may have been reposted by another user.
- **Disclosure About Direct Marketing for California Residents.** California Civil Code § 1798.83 permits California residents to annually request certain information regarding our disclosure of Personal Information to other entities for their direct marketing purposes in the preceding calendar year. We do not distribute your Personal Information to other entities for their own direct marketing purposes.
- **Financial Incentives for California Consumers.** Under California law, we do not provide financial incentives to California consumers who allow us to collect, retain, sell, or share their Personal Information. We will describe such programs to you if and when we offer them to you.
- **Privacy Notice for Nevada Residents.** We do not sell Covered Information as defined under Nevada law, and we generally do not disclose or share personal information as defined under Nevada law for commercial purposes. Under Nevada law, you have the right to direct us to not sell or license your personal information to third parties. To exercise this right, if applicable, you or your authorized representative may contact our Privacy Office at [evan.taylor@combstaylor.com](mailto:evan.taylor@combstaylor.com).
- **Changes to our Supplemental Notice.** We reserve the right to amend this Supplemental Notice at our discretion and at any time. When we make material changes to this Supplemental Notice, we will notify you by posting an updated Supplemental Notice on our website and listing the effective date of such updates.
- **Contacting Us.** If you have any questions, comments, requests, or concerns related to this Supplemental Notice, Combs & Taylor's information practices, or how to access this policy in another format, please contact us at Combs & Taylor, LLP, 2101 L Street, NW, Ste 300, Washington, DC. 20037 or at [evan.taylor@combstaylor.com](mailto:evan.taylor@combstaylor.com) for assistance.