MILLER STARR REGALIA

Privacy Policy

California Privacy Notice

LAST REVISED: November 2024

This Privacy Policy ("**Policy**") explains how Miller Starr Regalia, A Professional Law Corporation ("**MSR**," "**we**," or "**us**") collects, stores, uses, and discloses personal information about you. This Policy applies to information we collect when you access or use our websites and other online services and when you visit our offices, attend our events, apply for a job with us, or otherwise interact with us as described below (collectively, our "**Services**"). We may provide separate notices about our privacy practices, in which case the separate privacy notice will apply. For example, we have a separate privacy policy that applies to the information we collect from our clients in connection with providing legal services.

We may change this Policy from time to time. If we make changes, we will notify you by revising the date of this Policy and posting the revision date. We encourage you to review this Policy frequently to stay informed about our information practices and the choices available to you.

1. Collection of Information

Information You Provide to Us

We collect personal information you provide directly to us including when you become you access or use our services, subscribe to receive our emails, access or use any collaboration tools, participate in any interactive features of our services, send us an email, fill out a form, respond to a survey, comment on a blog, register for or participate in an event, apply for a job with us, interact with us on social media, or otherwise communicate with us.

The types of personal information we may collect include:

- Contact information, such as name, email address, postal address, and phone number;
- Education information, such as educational degrees, languages, professional memberships, qualifications, and certifications;
- Employment information, such as business unit/division, company name, job status, job title, employment history, office location, and LinkedIn profile information;
- Health and health-related information, such as accessibility requirements, dietary restrictions, and, where necessary and appropriate to protect the health and safety of our personnel and others, information related to symptoms of, or risk of exposure to, certain illnesses;
- Government-issued identification numbers such as a social security number, driver's license number, or state-issued identification number in connection with your application for employment with us;
- Photos, videos, and audio files that contain images or voice recordings;
- Demographic information, which may include information about protected classifications, such as age, gender, race/ethnic origin, and nationality; and
- Any other information you choose to provide.

Personal Information We Collect Automatically When You Interact with Us

We automatically collect personal information when you access or use our services. The types of personal information we collect may include:

- **Log Information**: We collect log information about your use of our services, including your browser type and language, app version, access times, pages viewed, Internet Protocol ("**IP**") address, linked clicked, approximate geographic location, and the webpage you visited before navigating to our services.
- **Device Information**: We collect information about the device you use to access our Services, including mobile devices, which may include the hardware model, operating system and version, unique device identifiers, and mobile network information.

Information We Collect From Other Sources

We may also collect personal information about you from other sources, including publicly available databases, and combine that with information we collect through our services. For example, we may use information from LinkedIn to update information about you in our contact database.

2. Use of Personal Information

We use the personal information we collect from and about you for various business purposes including to:

- Provide the information or services you request and send you related information;
- Maintain and improve our Services;
- Personalize and improve your experience on our Services;
- Respond to your questions, comments, and requests;
- Enable you to access our premises to attend events;
- Assess job applicants and make hiring decisions;
- Monitor and analyze usage, trends, and activities related to our services;
- Identify, report, and repair errors that impair the functionality of our services;
- Comply with our legal and financial obligations; and
- Protect the health, safety, and vital interests of our personnel and others.

3. Disclosure of Personal Information

We may disclose your personal information as follows or as otherwise described in this Policy:

- We may disclose your name and bar number in connection with an application for CLE credit;
- With vendors, consultants, professional advisors, and other service providers that need access to your personal information to provide services to us;
- In connection with, or during negotiations of, any merger, financing, divestiture, restructuring, reorganization, dissolution, or other sale of MSR's assets or acquisition of all or a portion of our business to another company;
- In response to a request for information if we believe disclosure is in accordance with, or required by, any applicable law or legal process, including lawful requests by public authorities to meet national security or law enforcement requirements;

- If we believe your actions are inconsistent with our user agreements or policies, or to protect the rights, property, and safety of us or any third party;
- With other users of our Services if you post content to interactive areas of those Services. For example, any personal information you post in connection with an online profile, blog, or other interactive areas of our Services may be available to other users of those areas and, in some cases, may be publicly available; and
- With your consent or at your direction, including if we notify you that your personal information will be disclosed in a particular manner and you provide such personal information. We may also disclose your personal information with third parties when you intentionally direct us to do so or when you use our Services to intentionally interact with third parties.

We may also share aggregated or de-identified information, which cannot reasonably be used to identify you. MSR processes, maintains, and uses this information only in a de-identified fashion and will not attempt to re-identify such information, except as permitted by law.

4. Security

We use reasonable technical, organizational and administrative measures to protect the security of the personal information we collect. Industry-standard encryption is employed to protect data we have collected. No data storage or method of data transmission, however, can be guaranteed to be 100% secure. While we strive to protect your information, we cannot guarantee or warrant the security of any information you disclose or transmit to us over the Internet.

5. Your Privacy Rights and Choices

You have certain choices with respect to your personal information, as described below.

Data Subject Requests

Depending on where you reside, you may have the right to: (1) know more about and access the personal information we collect, use, and disclose about you and to receive your data in a portable format, (2) delete your personal information, (3) correct inaccurate personal information, and (4) object to, or request that we restrict, certain processing. You may make these requests by calling 925-935-9400.

We will verify your request by asking you to provide information sufficient to confirm your identity, such as your name, email address, and information about your interactions with us. If you would like to use an authorized agent to exercise your rights, we may request evidence that you have provided such agent with power of attorney, or that the agent otherwise has valid signed authority to submit requests on your behalf, and ask that you verify your identity directly with us.

Opting Out of Marketing Communications

You may opt out of receiving promotional communications from us or request changes to your communication preferences by following the instructions in those communications or calling 925-935-9400. If you opt out, we may still send you non-promotional communications, such as those about our ongoing business relations.

Links to Other Websites and Third-Party Content

We may provide links to or embed videos hosted by third-party websites, services, and applications, such as LinkedIn, that MSR does not operate or control. This Policy 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. **The inclusion of a link on our website does not imply any endorsement of the linked site by Miller Starr Regalia.** Our services may include an activity feed, social media buttons, and widgets, such as the Facebook "Like" button or the "Share This" button. Your interactions with these features are governed by the privacy policy of the third-party service that provides the feature.

6. California Privacy Information

The California Consumer Privacy Act (“**CCPA**”) requires us to explain information using definitions and categories set forth in the CCPA. If you are a California resident, this section applies to you.

We collect, and in the preceding 12 months, we have collected, the following categories of personal information: identifiers (such as your name, email address, or IP address), characteristics of protected classifications under California or federal law (such as your age), commercial information (such as events attended), internet and electronic network activity information (such as browsing history, search history, information about your activities on our Services), geolocation data (such as your city of residence), audio, electronic, visual, and similar information (such as recordings of selected events, conferences, or meetings), and professional or employment-related information (such as job title and employment history). For more information on the precise data points we collect, please see **Collection of Information** above.

We collect personal information for the business and commercial purposes described in **Use of Personal Information** above.

In the preceding 12 months, we have disclosed the following categories of personal information for business purposes to the following categories of recipients:

Categories of Personal Information	**Categories of Recipients**
Identifiers.	Cloud service providers, marketing services providers, event management software and event service providers, visitor management software providers, data analytics providers, software development providers, search firms and recruiters, recruiting software, law schools, internet service providers, data storage providers, other users of our Services if you post content to interactive areas of those Services, background check providers, legal authorities to comply with legal obligations, and state bar associations.
Characteristics of protected classifications under California or federal law.	Cloud service providers, event management software and event service providers, data analytics providers, software development providers, search firms and headhunters, recruiting software, law schools, background check providers, and legal authorities to comply with legal obligations.
Commercial information.	Cloud service providers, marketing services providers, event management software and event service providers, data analytics providers, internet service providers, data storage providers, and operating systems and platforms.
Internet and electronic network activity information.	Cloud service providers, marketing services providers, software development providers, data analytics providers, internet service providers, data storage providers, and operating systems and platforms.
Geolocation data.	Cloud service providers, marketing services providers, software development providers, data analytics providers, data storage providers, and operating systems and platforms.
Audio, electronic, visual, and similar information.	Cloud service providers, data analytics providers, data storage providers, and operating systems and platforms.
Professional or employment-related information.	Cloud service providers, marketing services providers, event management software and event service providers, data analytics providers, software development providers, search firms and headhunters, recruiting software, internet service providers, data storage providers, background check providers, and state bar associations.

We do not use or disclose sensitive personal information for the purpose of inferring characteristics about you.

Under the CCPA, if a business sells personal information, it must allow California residents to opt out of the sale or sharing of their personal information. However, we do not “sell” or “share” and have not “sold” or “shared” personal information in the preceding 12 months for purposes of the CCPA.

Privacy Rights

Subject to certain exceptions, you have the following rights with respect to your personal information:

- To request that MSR disclose what personal information it has collected, used, or disclosed, over the 12-month period preceding MSR’s receipt of a request;
- To request that MSR disclose whether any of your information was sold or shared with third parties, to whom such information was sold or shared, and the business purpose for selling or sharing the information;
- To request that any inaccurate or incomplete personal information maintained by MSR be corrected or supplemented; and
- To request deletion of your Personal information maintained by MSR.
- All of these rights are subject to certain conditions and exemptions. For example, MSR will not be obligated to delete your personal information if we need to retain it to protect ourselves in the event of a legal claim or to comply with legal obligations.

Right to Non-Discrimination for the Exercise of a Consumer's Privacy Rights

MSR will not deny you Services or charge you a different price, level or quality of Services because you exercise any of your rights under the CCPA; however, we may not be able to provide Services if you refuse to provide us the personal information that is necessary for us to provide Services, or if you ask us to delete your personal information.

7. Data Retention

We store personal information for as long as necessary to carry out the purposes for which we originally collected it and for other legitimate business purposes, including to meet our legal, regulatory, or other compliance obligations.

8. Contact Us

If you have any questions or comments about this Privacy Policy, please call us at 925-935-9400

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