

|                                   | California Privacy Rights Act of 2020 (CPRA)   | Virginia Consumer Data Protection Act (VCDPA)  | Colorado Privacy Act (CPA)   | Connecticut Data Privacy Act (CTDPA)  | Utah Consumer Privacy Act (UCPA)   |
|-----------------------------------|--|--|--|---|--|
| <b>Overview</b>                   | The CPRA, approved by voters in 2020, amends the CCPA and imposes significant new privacy compliance obligations on businesses. It will take effect on <b>January 1, 2023</b> .  | In 2021, Virginia enacted the VCDPA, a comprehensive consumer data privacy law that will take effect on <b>January 1, 2023</b> .   | Also in 2021, Colorado enacted the CPA, a comprehensive privacy law that will take effect on <b>July 1, 2023</b> .   | In May 2022, Connecticut enacted the Personal Data Privacy and Online Monitoring Act (CTDPA). This new law will go into effect on <b>July 1, 2023</b> .   | In March 2022, Utah enacted the UCPA, a comprehensive consumer data privacy law that will take effect on <b>December 31, 2023</b> .  |
| <b>What Entities Are Covered?</b> | <p>The CPRA applies to for-profit entities that (1) collect and control the processing of a California resident's personal information; (2) do business in California; and (3) meet at least one of the following threshold requirements:</p> <ul style="list-style-type: none"> <li>• Have annual gross revenues in excess of \$25 million;</li> <li>• Receive or disclose the personal information of 100,000 or more consumers, households, or devices per year (double that of the CCPA); or</li> <li>• Derive 50% or more of their annual revenues from selling or sharing the personal information of California residents.</li> </ul> | <p>The VCDPA applies to entities (including for-profit entities and certain nonprofit entities) or individuals that (1) conduct business in Virginia or target their products or services to Virginia residents; and (2) meet one or both of the following thresholds:</p> <ul style="list-style-type: none"> <li>• Control or process personal data of at least 100,000 consumers over the course of a calendar year; or</li> <li>• Control or process personal data of at least 25,000 consumers and derive over 50% of gross revenue from the sale of personal data.</li> </ul> | <p>The CPA applies to entities (including nonprofit entities) that (1) either do business in Colorado or produce or deliver commercial products that are targeted to Colorado residents; and (2) meet one or both of the following thresholds:</p> <ul style="list-style-type: none"> <li>• Control or process the personal data of 100,000 or more consumers over a calendar year; or</li> <li>• Derive revenue or receive a discount on the price of goods or services from the sale of personal data and process or control the personal data of 25,000 or more consumers.</li> </ul> | <p>The CTDPA applies to entities (including for-profit entities and certain nonprofit entities) that (1) either do business in Connecticut or produce products or services that are targeted to Connecticut residents; and (2) meet one or both of the following thresholds:</p> <ul style="list-style-type: none"> <li>• Control or process the personal data of 100,000 or more consumers during a calendar year (excluding personal data controlled or processed solely for the purpose of completing a payment transaction); or</li> <li>• Control or process the personal data of 25,000 or more consumers and derive more than 25% of their gross revenue from the sale of personal data during a calendar year.</li> </ul> | <p>The UCPA applies to a for-profit "controller" or "processor" entity that (1) conducts business in Utah or produces a product or services that targets Utah residents; (2) has an annual revenue of \$25 million or more; and (3) meets at least one of the following thresholds:</p> <ul style="list-style-type: none"> <li>• Controls or processes the personal data of 100,000 or more consumers; or</li> <li>• Derives over 50% of the entity's gross revenue from the sale of personal data and controls or processes personal data of 25,000 or more consumers.</li> </ul> |

|                                | CPRA  | VCDPA  | CPA   | CTDPA  | UCPA  |
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| What Information Is Protected? | <p>The CPRA uses the same definition of personal information as the CCPA, but adds a new subcategory: sensitive personal information. Sensitive personal information is defined to include:</p> <ul style="list-style-type: none"> <li>• Social Security, driver's license, state identification card, or passport number;</li> <li>• Account login, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account;</li> <li>• Precise geolocation;</li> <li>• Racial or ethnic origin, religious or philosophical beliefs, or union membership;</li> <li>• The contents of a consumer's mail, email, and text messages unless the business is the intended recipient of the communication;</li> <li>• Genetic data; or</li> <li>• The processing of biometric information for the purpose of uniquely identifying a consumer, such as data pertaining to health, sexual orientation, and sexual interactions.</li> </ul> | <p>The VCDPA defines personal data as "any information that is linked or reasonably linkable to an identified or identifiable natural person."</p> <p>The VCDPA provides additional protections for sensitive data. Sensitive data is defined to include:</p> <ul style="list-style-type: none"> <li>• Racial or ethnic origin, religious beliefs, mental or physical health diagnosis, sexual orientation, or citizenship status;</li> <li>• Genetic or biometric data processed for the purpose of uniquely identifying an individual;</li> <li>• Personal data collected from a known child; or</li> <li>• Precise geolocation data.</li> </ul> | <p>The CPA defines personal data as "information that is linked or reasonably linkable to an identified or identifiable individual."</p> <p>The CPA provides additional protections for sensitive data. Sensitive data is defined to include:</p> <ul style="list-style-type: none"> <li>• Racial or ethnic origin, religious beliefs, a mental or physical health condition, sex life or sexual orientation, citizenship or citizenship status;</li> <li>• Genetic or biometric data processed for identification purposes; or</li> <li>• Personal data from a child.</li> </ul> | <p>The CTDPA defines personal data as "information that is linked or reasonably linkable to an identified or identifiable individual."</p> <p>The CTDPA provides additional protections for sensitive data. Sensitive data is defined to include:</p> <ul style="list-style-type: none"> <li>• Data revealing racial or ethnic origin, religious beliefs, mental or physical health condition or diagnosis, sex life, sexual orientation or citizenship or immigration status;</li> <li>• The processing of genetic or biometric data for the purpose of uniquely identifying an individual;</li> <li>• Personal data collected from a known child; or</li> <li>• Precise geolocation data.</li> </ul> | <p>The UCPA defines personal data as "information that is linked or reasonably linkable to an identified individual or an identifiable individual."</p> <p>The UCPA provides additional protections for sensitive data. Sensitive data is defined to include:</p> <ul style="list-style-type: none"> <li>• Information that reveals racial or ethnic origin, religious beliefs, sexual orientation, citizenship or immigration status, or medical history, mental or physical health condition, or medical treatment or diagnosis by a health care professional;</li> <li>• Genetic personal data or biometric data, if the processing is for the purpose of identifying a specific individual, or</li> <li>• Specific geolocation data.</li> </ul> |

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| What Individuals Are Covered?  | Consumers, defined as California residents, including employees and B2B data.  | Consumers, defined as Virginia residents acting only in an individual or household context, excluding residents acting in a commercial or employment context.  | Consumers, defined as Colorado residents acting only in an individual or household context, excluding individuals acting in a commercial or employment context.  | Consumers, defined as Connecticut residents, excluding individuals acting in a commercial or employment context.   | Consumers, defined as Utah residents acting in an individual or household context, excluding residents acting in employment or commercial context.   |
| What Rights Do Consumers Have? | <ul style="list-style-type: none"> <li>• Right to Know</li> <li>• Right to Access/Portability</li> <li>• Right to Correction</li> <li>• Right to Deletion</li> <li>• Right to Opt-Out of the Sale of personal information (for &lt;16, must obtain opt-in)</li> <li>• Right to Opt-Out of the Sharing of personal information for cross-context behavioral advertising (for &lt;16, must obtain opt-in)</li> <li>• Right to Limit/Restrict Use of Sensitive personal information</li> <li>• Rights related to automated decision-making</li> </ul> | <ul style="list-style-type: none"> <li>• Right to Know/Access</li> <li>• Right to Correction</li> <li>• Right to Deletion</li> <li>• Right to Data Portability</li> <li>• Right to Opt-Out of targeted advertising, the sale of personal information, and certain automated profiling</li> </ul> | <ul style="list-style-type: none"> <li>• Right to Know/Access</li> <li>• Right to Correction</li> <li>• Right to Deletion</li> <li>• Right to Data Portability</li> <li>• Right to Opt-Out of targeted advertising, the sale of personal information, and certain automated profiling</li> </ul> | <ul style="list-style-type: none"> <li>• Right to Know/Access</li> <li>• Right to Correction</li> <li>• Right to Deletion</li> <li>• Right to Data Portability</li> <li>• Right to Opt-Out of targeted advertising, the sale of personal information, and certain automated profiling</li> </ul> | <ul style="list-style-type: none"> <li>• Right to Know/Access</li> <li>• Right to Deletion</li> <li>• Right to Data Portability</li> <li>• Right to Opt-Out of targeted advertising and the sale of personal data</li> </ul> |



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| What Affirmative Obligations Do Businesses/ Controllers Have? | <ul style="list-style-type: none"> <li>• Notice/transparency</li> <li>• Purpose specification</li> <li>• Retention standards</li> <li>• Opt-Out link/mechanism</li> <li>• Risk assessments and cybersecurity audits for certain activities</li> <li>• Training</li> <li>• Reasonable security</li> <li>• Certain recordkeeping</li> <li>• No discrimination</li> <li>• Service provider/processor contract requirements</li> </ul>  | <ul style="list-style-type: none"> <li>• Notice/transparency</li> <li>• Purpose specification</li> <li>• Data Minimization</li> <li>• Opt-In consent for processing sensitive data</li> <li>• Privacy risk assessments for certain activities</li> <li>• Reasonable security</li> <li>• Certain recordkeeping</li> <li>• Consumer request appeal process</li> <li>• No discrimination</li> <li>• Service provider/processor contract requirements</li> </ul> | <ul style="list-style-type: none"> <li>• Notice/transparency</li> <li>• Purpose specification</li> <li>• Data Minimization</li> <li>• Opt-Out method and mechanism</li> <li>• Opt-In consent for processing sensitive data</li> <li>• Privacy risk assessments for certain activities</li> <li>• Reasonable security</li> <li>• Consumer request appeal process</li> <li>• Certain recordkeeping</li> <li>• No discrimination</li> <li>• Service provider/processor contract requirements</li> </ul> | <ul style="list-style-type: none"> <li>• Notice/transparency</li> <li>• Purpose specification</li> <li>• Data Minimization</li> <li>• Opt-Out link and mechanism</li> <li>• Opt-In consent for processing sensitive data</li> <li>• Privacy risk assessments for certain activities</li> <li>• Reasonable security</li> <li>• Consumer request appeal process</li> <li>• Certain recordkeeping</li> <li>• No discrimination</li> <li>• Service provider/processor contract requirements</li> </ul> | <ul style="list-style-type: none"> <li>• Notice/Transparency</li> <li>• Opt-Out consent for processing sensitive data</li> <li>• Reasonable security</li> <li>• Certain recordkeeping</li> <li>• No discrimination</li> <li>• Service provider/processor contract requirements</li> </ul> |
| How Will It Be Enforced?                                      | <p>(1) Limited Private Right of Action (PRA): The PRA applies if certain (limited) personal information is the subject of a breach. <b>Damages are \$100-\$750 per consumer, per incident, or actual damages, whichever is higher.</b></p> <p>(2) CPPA &amp; AG Enforcement: Enforcement by both the CPPA (the new privacy agency established by the CPRA) and the AG. <b>Civil penalties of \$2,500-\$7,500 per violation.</b></p> | <p>The Virginia AG has exclusive enforcement authority. <b>Civil penalties of up to \$7,500 per violation.</b></p>   | <p>The Colorado AG and district attorneys may enforce. Violations of the CPA may result in <b>finest of up to \$20,000 per violation.</b></p>  | <p>The Connecticut AG has exclusive enforcement authority. Violations of the CTDPA may result in civil <b>finest of up to \$5,000 for each violation.</b></p>  | <p>The Utah AG has exclusive enforcement authority. Violations of the UCPA may result in <b>finest of up to \$7,500 for each violation.</b></p>   |

