

March 6, 2025

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Dear [REDACTED]:

Re: Notice of a Data Breach

We value and respect the privacy of your information, which is why we are notifying you of a recent incident that may have involved some of your personal information. Below you will find information about what happened, steps we are taking in response, and resources and additional guidance you can use to help protect against the misuse of your information.

What Happened? On February 17, 2025, we learned that, on or about February 2, 2025, someone copied information from one of our computer drives without authorization. Upon identifying the issue, we promptly initiated an internal investigation, took steps to contain the incident, and engaged a forensic security firm to further investigate.

What Information Was Involved? We have been reviewing the files and recently determined that they included HR and other employment records related to Eckert & Ziegler's operations in North America that may have included some of your information, including your name, address, date of birth, Social Security number, driver's license number, and some financial account information.

What We Are Doing. In addition to the actions described above, we worked with the forensic firm to confirm the ongoing security of our computer systems. We also notified law enforcement and are cooperating with its investigation. Although we are not aware of any instances of fraud or identity theft involving your information, we are offering a complimentary two-year membership of Experian IdentityWorksSM Credit 3B. This product helps detect possible misuse of your personal information and provides you with identity protection services focused on immediate identification and resolution of identity theft. IdentityWorks Credit 3B is completely free to you, and enrolling in this program will not hurt your credit score. **For more information on identity theft prevention and IdentityWorks Credit 3B, including instructions on how to activate your complimentary two-year membership, please see the additional information provided in this letter.**

What You Can Do. While we have no evidence that your personal information has been or will be misused, we encourage you to take advantage of the complimentary credit monitoring included in this letter. You can also find more information on steps to protect yourself against possible identity theft or fraud in the enclosed *Additional Important Information* sheet.

[REDACTED]

For More Information. We value the trust you place in us to protect your privacy and take our responsibility to safeguard your personal information seriously. We sincerely regret and apologize for any inconvenience or concern this incident might cause. Should you have any questions or concerns about this incident, please email [REDACTED] or call [REDACTED] from 7:30 a.m. – 4:30 p.m. PST, Monday through Friday, excluding federal holidays.

Sincerely,

[REDACTED]

Frank Yeager
Executive Committee Member
Eckert & Ziegler