

14369

[Redacted]

From: [Redacted]
Sent: Friday, October 12, 2018 11:14 AM
Cc: [Redacted]
Subject: Urgent- Direct Deposit Data Breach
Attachments: Lawson Password Change.docx
Importance: High

Good morning,

This morning we became aware of a data breach that has impacted a number of employee's direct deposit set up in our Lawson system. If you are receiving this email you have been identified as being impacted. We want to let you know that we are doing everything we can to figure out exactly how this happened and how far the breach has gone. Additionally, we are resubmitting the payment amounts to your correct accounts so you receive them as soon as possible. Our hope is that you receive the payments by the end of the day today, but that can be dependent upon your bank.

At this time we are doing everything we can to understand how this occurred and to determine what additional safeguards we need to put in place to prevent this from happening again in the future. We are involving experts and legal authorities to assist with our investigation and resolution process. At this time we would suggest going into Lawson as soon as you can to change your password. Attached is an instructional guide to walk you through this process.

If you have any questions at all about this please do not hesitate to let me know. We are extremely sorry for this issue and want to let you know that we are doing everything we can to rectify the situation, including credit monitoring services. We will be following up shortly with additional information when it is available.

Thank you,

Ryan

[Redacted]
 Director, Human Resources

Eurofins NSC US, Inc.
 2430 New Holland Pike
 Lancaster, PA 17601
 Phone: [Redacted]

[REDACTED]

From: [REDACTED]
Sent: Wednesday, October 17, 2018 5:09 PM
Cc: [REDACTED]
Subject: Data Breach- Update/Follow Up Actions

Importance: High

Good afternoon,

This past Friday you received an email indicating that your direct deposit information was fraudulently changed in our Lawson system to an account that was illegally set up in your name. Since that time we have been working diligently with internal and external parties to research exactly what happened and what information was potentially breached. That investigation is still underway, but we will pass along any information as soon as it becomes available. In addition to this, we are continuing to assess our system and processes to identify any additional areas of vulnerability and any areas where we can add additional security features.

Lastly, we wanted to inform you that we will be offering 2 years of credit monitoring services to all affected employees through AllClear at no cost to you. If you have been identified as being affected by the breach you should be receiving more information on how to register for this service at some point tomorrow.

If you have any additional questions at this time please feel free to let us know.

Thank you,

[REDACTED]
Director, Human Resources

Eurofins NSC US, Inc.
2430 New Holland Pike
Lancaster, PA 17601
Phone: [REDACTED]

14369
[Eurofins NSC US letterhead]
[date]

[name]
[address]

Dear [Recipient Name]:

Eurofins NSC US, Inc. ("Eurofins") is writing to you as a follow up to our October 12, 2018 and October 17, 2018 emails regarding the recent security incident. We take this incident very seriously and as a precaution, we are providing you with information and access to resources so that you can protect your personal information, should you feel it is appropriate to do so.

The confidentiality, privacy, and security of our employee information is one of our highest priorities. Eurofins has and is taking steps to prevent this type of incident from happening in the future. You were previously provided with access to credit monitoring and identity restoration services through AllClear ID, and we encourage you to take advantage of those services if you have not already.

We encourage you to remain vigilant against incidents of identity theft, to review your account statements, and to monitor your credit reports and explanation of benefits forms for suspicious activity. Under U.S. law you are entitled to one free credit report annually from each of the three major credit reporting bureaus. To order your free credit report, visit www.annualcreditreport.com or call, toll-free, 1-877-322-8228. You may also contact the three major credit bureaus directly to request a free copy of your credit report.

You have the right to place a "security freeze" on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit. Pursuant to federal law, you cannot be charged to place or lift a security freeze on your credit report. Should you wish to place a security freeze, please contact the major consumer reporting agencies listed below:

Experian PO Box 9554 Allen, TX 75013 1-888-397-3742 www.experian.com/freeze/center.html	TransUnion P.O. Box 2000 Chester, PA 19016 1-888-909-8872 www.transunion.com/credit-freeze	Equifax PO Box 105788 Atlanta, GA 30348-5788 1-800-685-1111 www.equifax.com/personal/credit-report-services
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In order to request a security freeze, you will need to provide the following information:

1. Your full name (including middle initial as well as Jr., Sr., II, III, etc.);
2. Social Security number;
3. Date of birth;
4. If you have moved in the past five (5) years, provide the addresses where you have lived over the prior five years;
5. Proof of current address, such as a current utility bill or telephone bill;

6. A legible photocopy of a government-issued identification card (state driver's license or ID card, military identification, etc.);
7. If you are a victim of identity theft, include a copy of either the police report, investigative report, or complaint to a law enforcement agency concerning identity theft.

The credit reporting agencies have one (1) to three (3) business days after receiving your request to place a security freeze on your credit file report, based upon the method of the request. The credit bureaus must also send written confirmation to you within five (5) business days and provide you with the process by which you may remove the security freeze, including an authentication mechanism. Upon receiving a direct request from you to remove a security freeze and upon receiving proper identification from you, the consumer reporting agency shall remove a security freeze within one (1) hour after receiving the request by telephone for removal or within three (3) business days after receiving the request by mail for removal.

As an alternative to a security freeze, you have the right to place an initial or extended "fraud alert" on your file at no cost. An initial fraud alert is a 1-year alert that is placed on a consumer's credit file. Upon seeing a fraud alert display on a consumer's credit file, a business is required to take steps to verify the consumer's identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting seven years. Should you wish to place a fraud alert, please contact any one of the agencies listed below:

Experian P.O. Box 2002 Allen, TX 75013 1-888-397-3742 www.experian.com/fraud/center.html	TransUnion P.O. Box 2000 Chester, PA 19106 1-800-680-7289 www.transunion.com/fraud-victim-resource/place-fraud-alert	Equifax P.O. Box 105069 Atlanta, GA 30348 1-888-766-0008 www.equifax.com/personal/credit-report-services
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Under Massachusetts law, you have the right to obtain any police report filed in regard to this incident. If you are the victim of identity theft, you also have the right to file a police report and obtain a copy of it.

You can also further educate yourself regarding identity theft, fraud alerts, security freezes, and the steps you can take to protect yourself, by contacting the consumer reporting agencies, your state Attorney General, or the Federal Trade Commission (FTC). The Federal Trade Commission can be reached at: 600 Pennsylvania Avenue NW, Washington, DC 20580; www.identitytheft.gov; 1-877-ID-THEFT (877-438-4338); and TTY: 866-653-4261. The Federal Trade Commission also encourages those who discover that their information has been misused to file a complaint with them. You can also obtain further information on how to file such a complaint by way of the contact information listed above. Instances of known or suspected identity theft should also be reported to law enforcement, the FTC, and the Massachusetts Attorney General.

We understand that you may have questions about this incident that are not addressed in this letter. If you have additional questions, please call our dedicated assistance line at 717-556-4600. You may also write to us at Eurofins NSC US, Inc., 2425 New Holland Pike, Lancaster, PA 17605.

We take the privacy and security of the personal information in our care seriously, and sincerely regret any inconvenience or concern this incident may cause you.

Sincerely,

Margaret L. Stoltzfus
Vice President, Human Resources
Eurofins NSC US, Inc.