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APPLIED ECOLOGICAL SERVICES

SPECIALISTS IN ECOLOGICAL SCIENCE, RESTORATION, MANAGEMENT, AND RESEARCH

17921 W SMITH ROAD • PO BOX 256 • BRODHEAD, WI 53520 • (608) 897-8641

July 12, 2019

NAME
ADDRESS
CITY, STATE ZIP

Re: Data Security Incident

Dear _____:

This letter is to inform you that on June 17, 2019 Applied Ecological Services, Inc. ("AES") was subject to a ransomware attack. Some of AES' servers containing personal information of 497, in total, current and former employees and vendors were affected in this incident. The ransomware hackers obtained control of the servers, preventing AES from accessing them. The hackers threatened to destroy all of the information on the servers unless AES paid a specified sum. AES promptly consulted with IT security specialists who advised AES to pay the hackers. AES paid the ransom on June 18, 2019, and then regained full control of the server that same day.

AES promptly reviewed the information on the servers subject to the attack to determine what types of personal information were compromised, and who the affected individuals are. You are receiving this letter because some of your personal information was on the servers subject to the attack. The following categories of information were on such servers: name, address, driver's license number, dates of birth, and social security numbers.

AES is working with a cybersecurity firm to review its data security and to minimize the potential for future attacks. This firm is auditing AES' current IT security to determine ways in which it can be improved. AES will continue to work with this firm to implement its suggestions for improvement. AES is working with law enforcement to look into this incident as well, however, please note that this notice has not been delayed due to investigation.

It is important that you continue to review your financial account information and monitor your credit report to detect and address problems quickly. You should consider placing a fraud alert on your credit file. A fraud alert tells creditors to contact you before they open any new accounts or change your existing account. The initial fraud alert stays on your credit report for one year, but you may renew it after one year. You may also want to consider placing a credit freeze on your credit file. A credit freeze means potential creditors cannot get your credit report, making it less likely that an identity thief can open new accounts in your name. If you wish to place fraud alert you must contact one of the following credit reporting agencies, and that agency will inform the other two. However, if you wish to place a security freeze on your credit you must contact all three major credit reporting agencies. Their contact information is:

Equifax
www.equifax.com
Fraud Alert:
P.O. Box 105069
Atlanta, GA 30348-5069
800-525-6285
Credit Freeze:
P.O. Box 105788
Atlanta, GA 30348-5788
1-888-298-0045

Experian
www.experian.com
P.O. Box 9701
Allen, TX 75013
1-888-397-3742
Credit Freeze:
Experian Security Freeze
P.O. Box 9554
Allen, TX 75013
1-888-397-3742

TransUnion
www.transunion.com
Fraud Alert:
P.O. Box 2000
Chester, PA 19016
800-680-7289
Credit Freeze:
P.O. Box 160
Woodlyn, PA 19094
888-909-8872

You can obtain further information about preventing identity theft from the Federal Trade Commission ("FTC"):

Federal Trade Commission
600 Pennsylvania Ave, NW
Washington, D.C. 20580
877-382-4357
www.ftc.gov

If you suspect your identity has been stolen, you should contact law enforcement, the Federal Trade Commission, and your state's Office of the Attorney General.

If you would like to contact AES regarding this data security incident, please call 1-855-285-5373 or email it.incidentresponse@appliedeco.com. We apologize for the inconvenience that this incident causes you and are working diligently to increase our data security to prevent future incidents.

We are providing you with free credit monitoring services for a period 24 months. This service will be provided through Identity Guard. Please see the enclosed instructional letter and redemption code.

We apologize for the inconvenience that this incident causes you and are working diligently to increase our data security to prevent future incidents.



Applied Ecological Services, Inc.
 17921 W. Smith Road PO Box 256
 Brodhead, WI 53520

Alex Waltz
 81 Neshobe Road
 Waban, MA 02468

Dear Alex,

COMPLIMENTARY SERVICE OFFER: At our expense, Applied Ecological Services, Inc. would like to offer you a free 2-year subscription to Identity Guard® Total Protection®, a credit monitoring and identity theft protection service. Identity Guard provides essential monitoring and protection of not only credit data, but also monitors Internet chat rooms and newsgroups and alerts you if your Social Security number, credit cards, and bank account numbers are found in unsecure online locations. This program is provided by Intersections Inc. (NASDAQ: INTX), a leading provider of consumer and corporate identity risk management services.

Identity Guard® Total Protection® features include:

- Social Security Number Monitoring
- Online "Black Market" Monitoring
- Account Takeover Alerts
- Address Change Monitoring
- 3-Bureau Credit Monitoring
- 3-Bureau Credit Reports and Scores*
- \$1 Million Identity Theft Insurance**
- Public Records Monitoring
- Lost Wallet Protection
- And More

If you wish to take advantage of this monitoring service, you must enroll by October 12th, 2019.

ENROLLMENT PROCEDURE: To activate this coverage please visit the Web site listed below and enter the redemption code. The redemption code is required for enrollment, and can only be used one time by the individual addressed.

1. Website: www.identityguard.com/enroll
2. Redemption Code: TPRNA-8#@-YB2P and click "Submit"
3. Complete the Identity Guard Total Protection® enrollment form. To see additional product features, click "Service Details."

In order to enroll, you will need to provide the following personal information:

- Mailing Address
- Phone Number
- Social Security Number
- Date of Birth
- E-mail Address
- Redemption Code

This service is complimentary; no method of payment will be collected during enrollment and there is no need to cancel. We apologize for any inconvenience and urge you to enroll today. If you have any further questions regarding this incident, please call Applied Ecological Services, Inc. at 1-855-285-5373.

Sincerely,

Jen Petersen
 HR and Safety Manager

**The scores you receive with Identity Guard® are provided for educational purposes to help you understand your credit. They are calculated using the information contained in your Equifax, Experian and TransUnion credit files. Lenders use many different credit scoring systems, and the scores you receive with Identity Guard are not the same scores used by lenders to evaluate your credit.*

Credit scores are provided by CreditXpert® based on data from the three major credit bureaus.

**Identity Theft Insurance underwritten by insurance company subsidiaries or affiliates of American International Group, Inc. The description herein is a summary and intended for informational purposes only and does not include all terms, conditions and exclusions of the policies described. Please refer to the actual policies for terms, conditions, and exclusions of coverage. Coverage may not be available in all jurisdictions.