



May 18, 2022

NOTICE OF DATA BREACH

Employee Name
Address
City, State Zip

Dear _____:

We are writing to notify you of an incident involving some of your personal information that we recently became aware of. We believe that this incident happened prior to Casella's acquisition of the Northstar business but we want you to be aware of what we know about this potential incident. We recommend that you closely review the information provided in this letter for some steps that you may take to protect yourself against potential misuse of your information.

What Happened

On April 22, 2022, Casella became aware that various former Northstar employees had received information from the Internal Revenue Service about potential fraudulent tax filings in their name. While we do not know that any Northstar systems were the source of any information used for these filings, it is possible (given that multiple employees were impacted) that there was an incident in which an unauthorized third party may have acquired materials containing your personal information. We do not know specifically what personal information was obtained, but we presume from these tax filings that the personal information that may have been involved in this incident includes your name and Social Security number (we base this conclusion only on the fact that these tax filings were made—we do not otherwise have any information about the incident itself).

What We Are Doing

We have confirmed that this incident did not involve Casella systems or any personal data within Casella systems. In addition, we have not identified any specific incident involving Northstar prior to the acquisition, and no determination has been made that the unauthorized use of employee information involved Northstar. Nevertheless, because a number of employees appear to have been impacted, we are taking the steps set forth below.

We are offering free identity theft prevention and mitigation services, including credit monitoring, through the vendor of your choice for two years to any individual whose information was exposed by the incident. If you wish to take advantage of this opportunity, you may contact a credit monitoring company such as LifeLock, IDX, IdentityForce, Aura, Reliashield, IdentityIQ, or the like.

The company will reimburse you up to \$240 for the two year plan that you select, and you can send your receipt for reimbursement directly to my attention at shelley.sayward@casella.com, or mail it to my attention at 25 Greens Hill Lane, Rutland, VT 05701.

What You Can Do

To further protect your information, you can take steps to monitor your accounts, obtain your credit reports, or place a fraud alert or security freeze on your credit account. For additional information on each of these steps, please review

Attachment A.

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.

For More Information

If you have any questions regarding this incident or if you desire further information or assistance, please do not hesitate to contact me at (802) 772-2215.

Sincerely,

Shelley Sayward
SVP & General Counsel

Additional Information on Protecting Your Information

Monitor Your Accounts

Whether you choose to register for the identify theft services or not, you should remain vigilant for incidents of fraud, identity theft, and errors by regularly reviewing your account statements and monitoring free credit reports. If you discover any suspicious or unusual activity on your accounts, be sure to report it immediately to your financial institutions, as major credit card companies have rules that restrict them from requiring you to pay for fraudulent charges that are timely reported.

In addition, you are encouraged to contact the Federal Trade Commission (FTC), law enforcement, or your state attorney general to report incidents of suspected identity theft or to learn about steps you can take to protect yourself from identity theft. You can contact the FTC at:

Federal Trade Commission
600 Pennsylvania Avenue, NW
Washington, DC 20580
(877) IDTHEFT (438-4338)
www.identitytheft.gov

If you find that your information has been misused, the FTC encourages you to file a complaint with the FTC and to take these additional steps, among others: (1) close the accounts that you have confirmed or believe have been tampered with or opened fraudulently; and (2) file and keep a copy of a local police report as evidence of the identity theft crime.

Obtain Your Credit Reports

You should also monitor your credit reports. You may periodically obtain credit reports from each nationwide consumer reporting agency. If you discover inaccurate information or a fraudulent transaction on your credit report, you have the right to request that the consumer reporting agency delete that information from your credit report file.

In addition, under federal law, you are entitled to one free copy of your credit report every 12 months from each of the three nationwide consumer reporting agencies. You may obtain a free copy of your credit report by going to www.AnnualCreditReport.com or by calling (877) 322-8228. You also may complete the Annual Credit Report Request Form available from the FTC at

<https://www.consumer.ftc.gov/articles/pdf-0093-annual-report-request-form.pdf>, and mail it to Annual Credit Report Request Service, P.O. Box 105281, Atlanta, GA 30348-5281. You may also contact any of the three major consumer reporting agencies to request a copy of your credit report:

Equifax
P.O. Box 105788
Atlanta, GA 30348
(800) 349-9960
www.equifax.com

Experian
P.O. Box 9554
Allen, TX 75013
(888) 397-3742
www.experian.com

TransUnion
P.O. Box 160
Woodlyn, PA 19094
(888) 909-8872
www.transunion.com

Place a Fraud Alert or Security Freeze on Your Credit File

In addition, you may obtain information from the FTC and the consumer reporting agencies about fraud alerts and security freezes. A fraud alert can make it more difficult for someone to get credit in your name because it tells creditors to follow certain procedures to protect you, but it also may delay your ability to obtain credit. If you suspect you may be a victim of identity theft, you may place a fraud alert in your file by calling just one of the three nationwide consumer reporting agencies listed above. As soon as that agency processes your fraud alert, it will notify the other two agencies, which then must also place fraud alerts in your file. An initial fraud alert will last one year. An extended alert stays on your file for seven years. To place either of these alerts, a consumer reporting agency will require you to provide appropriate proof of your identity, which may include your Social Security number. If you ask for an extended alert, you will have to provide an identity theft report.

You may also place a security freeze on your credit reports, free of charge. You can contact the nationwide consumer reporting agencies regarding if and how you may place a security freeze on your credit report. A security freeze prohibits a consumer reporting agency from releasing information from your credit report without your prior written authorization, which makes it more difficult for unauthorized parties to open new accounts in your name. However, please be aware that placing a security freeze on your credit report may delay, interfere with, or prevent the timely approval of any requests you make for new loans, credit mortgages, employment, housing or other services. Unlike a fraud alert, you must separately place a credit freeze on your credit file at each credit reporting company.

You must place your request for a freeze with each of the three major consumer reporting agencies:

Equifax (www.equifax.com); Experian (www.experian.com); and TransUnion (www.transunion.com). To

place a security freeze on your credit report, you may send a written request by regular, certified or

overnight mail at the addresses provided above. You may also place a security freeze through each of the consumer reporting agencies' websites or over the phone.

To place a security freeze, contact all three credit reporting agencies above and provide the personal information required by each agency to place a freeze, which may include:

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, 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. Social Security Card, pay stub, or W2; and
8. If you are a victim of identity theft, a copy of either a 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 report, based upon the method of your request. The credit bureaus must also send written confirmation to you within five (5) business days and provide you with a unique personal identification number (PIN) or password (or both) that can be used by you to authorize the removal or lifting of the security freeze. It is important to maintain this PIN/password in a secure place, as you will need it to lift or remove the security freeze.

To lift the security freeze in order to allow a specific entity or individual access to your credit report, you must make a request to each of the credit reporting agencies by mail, through their website, or by phone (using the contact information above). You must provide proper identification (including name, address, and social security number) and the PIN number or password provided to you when you placed the security freeze, as well as the identities of those entities or individuals you would like to receive your credit report. You may also temporarily lift a security freeze for a specified period of time rather than for a specific entity or individual, using the same contact information above. The credit bureaus have between one (1) hour (for requests made online) and three (3) business days (for request made by mail) after receiving your request to lift the security freeze for those identified entities or for the specified period of time.

To remove the security freeze, you must make a request to each of the credit reporting agencies by mail, through their website, or by phone (using the contact information above). You must provide proper identification (name, address, and social security number) and the PIN number or password provided to you when you placed the security freeze. The credit bureaus have between one (1) hour (for requests made online) and three (3) business days (for requests made by mail) after receiving your request to remove the security freeze.

Attachment A: Additional Information on Protecting Your Information

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11. Date of birth;
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14. A legible photocopy of a government issued identification card (state driver's license or ID card, military identification, etc.);

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