IES Communications

Tom Emma
President

IES Communications, LLC
2801 South Fair Lane
Tempe, AZ 85282
www.iescomm.com

[DATE]

[INDIVIDUAL NAME]
[STREET ADDRESS]
[CITY, STATE, ZIP CODE]

RE: Important Security Notification. Please read this entire letter.

Dear Valued Employee or Former Employee:

IES Communications, LLC ("COMM") recently discovered that it was the victim of a cybersecurity incident that may have involved your personal information. You are receiving this letter because you are a current or former employee of COMM, or one of its affiliate entities (collectively, "COMM"). We want to provide you with information about the incident, steps we are taking in response, and steps you may take to guard against identity theft and fraud, should you feel it is appropriate to do so.

What Happened? On or around March 17, 2025, COMM discovered that it had experienced a cybersecurity incident in which a cyber threat actor attempted to disrupt COMM's IT infrastructure in an effort to deploy ransomware and solicit a ransom payment from COMM. The incident was discovered and contained expeditiously and COMM was successful in significantly limiting the impact of the incident. On June 6, 2025, COMM determined that during the incident the threat actor may have gained unauthorized access to files that contained your personal information.

What Information Was Involved? The information potentially exposed may have included employment data, which could include your personal information, such as first and last name, date of birth, address, certain payroll information, Social Security Number, and other identifying information.

We are providing this notification because your personal information may have been involved; however, an investigation is still ongoing to determine the full scope of the Incident. To date, COMM is unaware of any actual or attempted misuse of your personal information or any identity theft or fraud stemming from the Incident.

What Are We Doing? We take the protection of your personal information seriously and have taken steps to prevent a similar occurrence, including updating our internal security practices. Upon learning of the incident, COMM quickly identified and eliminated the threat, took action to limit potential exposure of its systems and data, and immediately mobilized a response team. COMM engaged cybersecurity experts who provided guidance through the occurrence. Although the threat actor's activity was disrupted, an investigation is still ongoing to determine the scope of the data that may have been accessed. COMM notified law enforcement and has retained legal counsel to ensure that response and remediation comply with all federal, state and local laws and regulations.

What Actions You Can Take? As always, we recommend that you be on the alert for suspicious activity related to your credit reports and your tax, Social Security, and financial accounts. We encourage you to regularly monitor your statements and records to ensure there are no transactions or other activities that you did not initiate or authorize. You should report any suspicious activity to the appropriate service provider. If you believe your personal bank account shows signs of compromise, we advise you to immediately contact your banking institution. Please review the attached supplement, *Steps You Can Take to Protect Your Information*, for detailed information about additional actions you can take to further protect your personal information.

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Additionally, in an abundance of caution, we are offering complimentary access to Experian IdentityWorks[SM] for 24 months to help protect your identity.

If you believe there was fraudulent use of your information as a result of this incident and would like to discuss how you may be able to resolve those issues, please reach out to an Experian agent. If, after discussing your situation with an agent, it is determined that identity restoration support is needed then an Experian Identity Restoration agent is available to work with you to investigate and resolve each incident of fraud that occurred from the date of the incident (including, as appropriate, helping you with contacting credit grantors to dispute charges and close accounts; assisting you in placing a freeze on your credit file with the three major credit bureaus; and assisting you with contacting government agencies to help restore your identity to its proper condition).

Please note that Identity Restoration is available to you for 24 months from the date of this letter and does not require any action on your part at this time. The Terms and Conditions for this offer are located at www.ExperianIDWorks.com/restoration.

While identity restoration assistance is immediately available to you, we also encourage you to activate the fraud detection tools available through Experian IdentityWorks as a complimentary 24-month membership. This product provides you with superior identity detection and resolution of identity theft. To start monitoring your personal information, please follow the steps below:

- Ensure that you **enroll by** September 30, 2025 by 11:59 pm UTC (Your code will not work after this date.)
- **Visit** the Experian IdentityWorks website to enroll: https://www.experianidworks.com/3bcredit
- Provide your **activation code**: [Activation Code]

If you have questions about the product, need assistance with Identity Restoration that arose as a result of this incident or would like an alternative to enrolling in Experian IdentityWorks online, please contact Experian's customer care team by September 30, 2025 at 1-877-288-8057 Monday – Friday, 8 am – 8 pm Central Time (excluding major U.S. holidays). Be prepared to provide engagement number B147061 as proof of eligibility for the Identity Restoration services by Experian.

ADDITIONAL DETAILS REGARDING YOUR 24-MONTH EXPERIAN IDENTITYWORKS MEMBERSHIP

A credit card is not required for enrollment in Experian IdentityWorks. You can contact Experian immediately regarding any fraud issues, and have access to the following features once you enroll in Experian IdentityWorks:

- **Experian credit report at signup:** See what information is associated with your credit file. Daily credit reports are available for online members only.*
- **Credit Monitoring:** Actively monitors Experian, Equifax and Transunion files for indicators of fraud.
- **Identity Restoration:** Identity Restoration specialists are immediately available to help you address credit and non-credit related fraud.
- **Experian IdentityWorks ExtendCARE[TM]:** You receive the same high-level of Identity Restoration support even after your Experian IdentityWorks membership has expired.
- **$1 Million Identity Theft Insurance**:** Provides coverage for certain costs and unauthorized electronic fund transfers.

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For More Information. If you have further questions or concerns, please contact us by phone at (866) 910-0424.

Thank you for your immediate attention to this matter. Our cybersecurity is of the utmost importance to us and we remain committed to protecting your personal information.

Regards,

Tom Emma
Tom Emma, President

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STEPS YOU CAN TAKE TO FURTHER PROTECT YOUR INFORMATION

Obtain and Monitor Your Credit Report

We recommend that you obtain a free copy of your credit report from each of the three major credit reporting agencies once every 12 months by visiting www.annualcreditreport.com, calling toll-free 877-322-8228, or by completing an Annual Credit Report Request Form and mailing it to Annual Credit Report Request Service, P.O. Box 105281, Atlanta, GA 30348. You can access the printable request form at https://www.annualcreditreport.com/manualRequestForm.action or fill out the online form at https://www.annualcreditreport.com/requestReport/requestForm.action. You may elect to purchase a copy of your credit report by contacting one of the three national credit reporting agencies. Contact information for the three national credit reporting agencies for the purpose of requesting a copy of your credit report or for general inquiries is provided below:

	Equifax	Experian	TransUnion
Contact Information	(866) 349-5191 www.equifax.com P.O. Box 740241 Atlanta, GA 30374	(888) 397-3742 www.experian.com P.O. Box 2002 Allen, TX 75013	(800) 888-4213 www.transunion.com 2 Baldwin Place P.O. Box 1000 Chester, PA 19016

Consider Placing a Security Freeze

In some US states, you have the right to put a security freeze on your credit file. A security freeze (also known as a credit freeze) makes it harder for someone to open a new account in your name. It is designed to prevent potential creditors from accessing your credit report without your consent. As a result, using a security freeze may interfere with or delay your ability to apply for a new credit card, wireless phone, or any service that requires a credit check. You must separately place a security freeze on your credit file with each credit reporting agency. To place a security freeze, you may be required to provide the consumer reporting agency with information that identifies you including your full name, Social Security number, date of birth, current and previous addresses, a copy of your state-issued identification card, and a recent utility bill, bank statement, or insurance statement. There is no charge to request a security freeze or to remove a security freeze.

IRS Identity Protection PIN

The Internal Revenue Service ("IRS") offers the option to create an Identity Protection PIN ("IP PIN") to prevent someone else from filing a tax return using your Social Security number. The IP PIN is a six-digit number known only to you and the IRS, and helps the IRS verify your identity when you file your electronic or paper tax return. For more information on how you can opt-in to using an IP PIN, please visit www.irs.gov/identity-theft-fraud-scams/get-an-identity-protection-pin.

Federal Trade Commission and Additional Identity Theft Resources

The FTC provides additional resources with steps you can take to protect against identity theft. For more information, please visit www.ftc.gov/bcp/edu/microsites/idtheft/. A copy of *Taking Charge: What to Do if Your Identity is Stolen*, a comprehensive guide from the FTC to help you guard against and deal with identity theft is available on the FTC's website at https://www.consumer.ftc.gov/articles/pdf-0009-taking-charge.pdf.

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Contact Law Enforcement

Additionally, you should report incidents of suspected identity theft to your local law enforcement, the Federal Trade Commission, and your state attorney general. To file a complaint with the FTC, go to IdentityTheft.gov or call 1-877-ID-THEFT (1 (877) 438-4338). Complaints filed with the FTC will be added to the FTC's Identity Theft Data Clearinghouse, which is a database made available to law enforcement agencies. Information on how to contact your state attorney general can be found below.

State Attorney General Contact Information

Nebraska:
Attorney General Mike Hilgers Nebraska
Attorney General's Office
2115 State Capitol
P.O. Box 98920
Lincoln, NE 68509
Phone: (402) 471-2683
Email: ago.info.help@nebraska.gov https://ago.nebraska.gov/contact-us