

On November 11, 2025, Harnish Group Inc. became aware of an incident that resulted in the unauthorized disclosure of Personal Identifiable Information. You are receiving this notification because you are one of the current or previous employees whose Personal Identifiable Information has been disclosed.

We hired experts to conduct an in-depth forensic investigation. The consultants identified the type of cyber attack that occurred, the account used to gain access to our network, and how the attack was conducted once the Bad Actor had access to our network. The consultants also confirmed that we have completed all changes to our network to prevent this attack from reoccurring.

On December 9, 2025, the responsible party publicly posted files that were obtained from our servers. By reviewing each of those documents we identified that your First and Last Name and Social Security Number were contained in the released data.

What You Can Do

We have partnered with Norton LifeLock to provide you a 2-year subscription for identity theft monitoring services. Enclosed please find details on enrolling in this program. *Given the nature of the Personal Identifiable Information we have noted, we strongly encourage you to enroll in this program.* If you have received Norton LifeLock enrollment information from Human Resources, there is no further enrollment information needed.

If you choose not to enroll in Norton LifeLock we strongly urge you **to place a fraud alert with one of the three major credit agencies directly at:**

Experian

1-888-397-3742

P.O. Box 4500

Allen, TX 75013

www.experian.com

Equifax

1-800-525-6285

P.O. Box 740241

Atlanta, GA 30374

www.equifax.com

TransUnion

1-800-680-7289

P.O. Box 2000

Chester, PA 19016

www.transunion.com

Also, should you wish to obtain a credit report and monitor it on your own:

- **IMMEDIATELY** obtain free copies of your credit report and monitor them upon receipt for any suspicious activity. You can obtain your free copies by going to the following website: www.annualcreditreport.com or by calling them toll-free at 1-877-322-8228. (Hearing impaired consumers can access their TDD service at 1-877-730-4204).

- **Upon receipt of your credit report**, we recommend that you review it carefully for any suspicious activity.

More Information

You should always remain vigilant for incidents of fraud and identity theft by reviewing bank and payment card account statements and monitoring your credit reports for suspicious or unusual activity and immediately reporting any suspicious activity or incidents of identity theft. You can also contact the U.S. Federal Trade Commission (“FTC”) to learn more about how to protect yourself from becoming a victim of identity theft and how to repair identity theft: Federal Trade Commission, Consumer Response Center, 600 Pennsylvania Avenue, NW, Washington, DC 20580, 1-877-IDTHEFT (438-4338), <https://www.ftc.gov/idtheft/>.

We sincerely apologize for any inconvenience or concern this incident may cause. Harnish Group Inc. is committed to keeping our employees' information secure and we take our employees' privacy very seriously. Should you have additional questions, please contact Corporate Human Resources at 425-251-9800, or via email at HR-Dept@harnishgrp.com

Sincerely,

Corporate Human Resources