

## NOTICE TO MEMBERS OF THE MANATEE EDUCATION ASSOCIATION

### **Terms of Data Breach Settlement**

**Compensation to Class Members:** The following compensation will be provided to class members (including all MEA Members) who submit valid proofs of claim:

1. Extended Identity Theft Protection for One Year: The School District shall extend the AllClear ID services for a period of 12 months beyond the 24 months already in place.
2. Reimbursement of Self-Paid Identity Theft Protection: Any class member who purchased identity theft protection on their own from January 26, 2017 through March 1, 2017 may seek reimbursement for the actual cost incurred for up to 12 months of their chosen service, not to exceed \$150.00. The class member must submit documentation to prove monthly cost incurred by them and for which they may be obligated. Any class member who seeks reimbursement for self-paid identity theft protection remains eligible to register for the identity theft protection service in Section 1.
3. Reimbursement of Expenses: Class Members may choose all applicable categories, except that Claim A and Claim B will be mutually exclusive of one another.

Claim A: Class members who had a false/fraudulent tax return filed after January 26, 2017, will be eligible for a payment of \$250. Claimants must provide proof of the false tax return being filed and attest that they have no knowledge of a false/fraudulent return being filed in their name in the 3 years prior to 2017.

Claim B: Class members who had an IRS tax transcript requested without authorization using their PII after January 26, 2017 and submitted an Identity Theft Affidavit to the IRS shall be entitled to a payment of \$150. Claimants must provide proof of the tax transcript request and submission of the Identity Theft Affidavit, and attest that they have no knowledge of a IRS tax transcript being fraudulently requested using their PII in the 3 years prior to 2017.

Claim C: Class members who experienced incidents of identity theft, other than the filing of a false/fraudulent tax return or unauthorized request for an IRS tax transcript, after January 26, 2017 shall be entitled to a payment of \$150. Excluded from eligibility are incidents of fraudulent charges on existing credit cards. Claimants must provide documentation of the fraudulent activity or a personal attestation of the details of such activity including why documentation is not available. Additionally,

Class members making a claim under Claim C must attest that they have no knowledge of incidents of identity theft, other than fraudulent credit card activity, in the 3 years prior to 2017.

Claim D: Class members who claim they suffered out-of-pocket expenses (other than purchase of identity theft service) as a result of the Data Disclosure shall be entitled to reimbursement of such in an amount not to exceed \$500. Claimants must submit reasonable documentation supporting the claim for expenses. Class members can also submit a self-verifying statement for time spent dealing with the effects of the breach and be reimbursed for up to 3 hours at \$15/hour under this claim. Before recovery under Claim D, a Class member must first submit their claim to AllClear ID and have that claim denied or exhausted and exhaust the appeal process.

**Injunctive Relief:** The School District will undertake the following activities:

**Awareness Campaign:** The School District will conduct an awareness campaign to educate class members regarding the coverage and claims process for the AllClear ID services. This campaign will include e-mail communications, paper postings in prominent locations in District facilities, and a posting to the District website. The School District will instruct the claims administrator to include a reference to the District's website materials, in the initial class mailing.

**Cyber Security Training for HR Personnel:** The District's Human Resources and Payroll employees will be required to complete, by the end of 2018, an End User Security Awareness Program that includes a Phishing Security Awareness component. Additionally, all new HR and Payroll employees for the next two years will be required to complete this training within 90 days of hire.

**Company Cyber Security Program:** The District will designate an employee or committee of employees to coordinate and be responsible for the District's cyber security program.

**New Cyber Security Protocols:** The District will develop and implement new protocols for a) the security of any files containing the personal identifying information of employees; and b) the electronic transfer of such files.

**Settlement Administrator:** Epiq Systems has been selected as the claims administrator and will use best efforts to adopt a reasonable notice and claims administration process to minimize costs. The School District will bear the notice and administration costs associated with the settlement.