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426 W. Lancaster Avenue, Suite 200
Devon, PA 19333

November 12, 2026

VIA E-MAIL

Office of the Attorney General of Iowa
Consumer Protection Division
Security Breach Notifications
1305 E. Walnut Street
Des Moines, IA 50319-0106
E-mail: consumer@ag.iowa.gov

Re: Notice of Data Event

To Whom It May Concern:

We represent Employer Solutions Staffing Group ("ESSG") located at 7201 Metro Blvd., Suite 900, Minneapolis, MN 55439, and are writing to notify your office of an event that involves certain personal information relating to approximately eight thousand two hundred eighty-four (8,284) Iowa residents. The investigation into this matter is ongoing, and this notice will be supplemented with any new significant facts learned subsequent to its submission. By providing this notice, ESSG does not waive any rights or defenses regarding the applicability of Iowa law, the applicability of the Iowa data event notification statute, or personal jurisdiction.

Nature of the Data Event

On or about January 13, 2026, ESSG became aware of suspicious activity in its network. ESSG promptly took steps to secure its systems and initiated an investigation into the nature and scope of the event. The investigation determined that certain files on ESSG systems were accessed or acquired without authorization on January 13, 2026. In response, ESSG undertook a comprehensive review of the affected files to determine what information was present and to whom it relates. ESSG's review identified on October 13, 2026 that personal information related to certain individuals was present in the affected files.

The personal information involved includes name, Social Security number, driver's license, and financial account information.

Notice to Iowa Residents

On or about November 12, 2026, ESSG began providing written notice of this event to approximately eight thousand two hundred eighty-four (8,284) Iowa residents. Written notice is being provided in substantially the same form as the letter attached here as ***Exhibit A***.

Other Steps Taken and To Be Taken

Upon discovering the event, ESSG moved quickly to respond and investigate the suspicious activity, secure its network, and notify potentially affected individuals. Further, ESSG notified federal law enforcement regarding the event. ESSG As part of its ongoing commitment to information security, ESSG is reviewing its policies and procedures to reduce the likelihood of similar future events. ESSG is providing access to credit monitoring services for twelve (12) months, through IDX, to individuals whose personal information was potentially affected by this event, at no cost to these individuals.

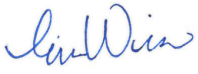
Additionally, ESSG is providing affected individuals with guidance on how to better protect against identity theft and fraud, including advising individuals to report any suspected incidents of identity theft or fraud to their financial institution. ESSG is providing individuals with information on how to place a fraud alert and security freeze on one's credit file, the contact details for the national consumer reporting agencies, information on how to obtain a free credit report, a reminder to remain vigilant for incidents of fraud and identity theft by reviewing account statements and monitoring free credit reports, and encouragement to contact the Federal Trade Commission, their state Attorney General, and law enforcement to report attempted or actual identity theft and fraud.

ESSG is providing written notice of this event to relevant state regulators, as necessary, and to the three major credit reporting agencies, Equifax, Experian, and TransUnion.

Contact Information

Should you have any questions regarding this notification or other aspects of the data event, please contact us at (267) 930-4345.

Very truly yours,



Erica Wicas of
MULLEN COUGHLIN LLC

EMW/mf1
Enclosure

EXHIBIT A

Return to IDX
P.O. Box 989728
West Sacramento, CA 95798-9728

<<First Name>> <<Last Name>>
<<Address1>>
<<Address2>>
<<City>>, <<State>> <<Zip>>

Enrollment Code: <<ENROLLMENT>>

To Enroll, Scan the QR Code Below:

SCAN ME

Or Visit:
https://response.idx.us/ESSG

November 12, 2026

<<RE: Header>>

Dear <<First Name>> <<Last Name>>:

Employer Solutions Staffing Group ("ESSG") writes to inform you of an event that involves your personal information. This letter contains information about the event, our response, and the resources available to you to help protect your personal information, should you feel it appropriate to do so.

What Happened? On January 13, 2026, ESSG became aware of suspicious activity in our network. We promptly took steps to secure our systems and initiated an investigation into the nature and scope of the event. The investigation determined that certain files on ESSG systems were accessed or acquired without authorization on January 13, 2026. In response, ESSG undertook a comprehensive review of the affected files to determine what information was present and to whom it relates. ESSG's review identified on October 13, 2026 that personal information related to certain individuals was present in the affected files.

What Information Was Involved? The personal information related to you in the affected files may include your name and the following: <<Data Elements>>.

What We Are Doing. We take this event and the security of information in our care seriously. We moved quickly to respond and investigate the suspicious activity, secure our network, and notify potentially affected individuals. As part of our ongoing commitment to information security, we are reviewing our policies and procedures to reduce the likelihood of similar future events. We notified law enforcement and will be notifying relevant regulators, as required.

We are also providing you with access to <<12/24>> months of access to credit monitoring services through IDX. A description of the services and instructions on how to enroll can be found within the enclosed *Steps You Can Take to Help Protect Personal Information*. Please note that you must complete the enrollment process yourself as we are not permitted to enroll you in these services.

What You Can Do. We encourage you to remain vigilant against incidents of identity theft and fraud by reviewing your account statements and monitoring your free credit reports for suspicious activity and to detect errors. Suspicious activity should be promptly reported to relevant parties, such as your financial institution. Additional information and resources may be found below in the *Steps You Can Take to Help Protect Personal Information*.

For More Information. We understand you may have questions about this event not addressed in this letter. If you have any questions, you can go to https://response.idx.us/ESSG or please contact 1-877-201-3335, Monday through Friday from 9 am - 9 pm Eastern Time, excluding major U.S. holidays. You may also write to ESSG at 7201 Metro Blvd Suite 900, Minneapolis, MN 55439.

Sincerely,

Employer Solutions Staffing Group

STEPS YOU CAN TAKE TO HELP PROTECT PERSONAL INFORMATION

Enroll in Monitoring Services

1. **Website and Enrollment.** Scan the QR image or go to https://response.idx.us/ESSG and follow the instructions for enrollment using your Enrollment Code provided at the top of the letter. Please note the deadline to enroll is February 12, 2027.

2. Activate the credit monitoring provided as part of your IDX identity protection membership. The monitoring included in the membership must be activated to be effective. Note: You must have established credit and access to a computer and the internet to use this service. If you need assistance, IDX will be able to assist you.

3. Telephone. Contact IDX at 1-877-201-3335 to gain additional information about this event and speak with knowledgeable representatives about the appropriate steps to take to protect your credit identity.

Monitor Your Accounts

Under U.S. law, a consumer is entitled to one free credit report annually from each of the three major credit reporting bureaus, Equifax, Experian, and TransUnion. To order a free credit report, visit www.annualcreditreport.com or call, toll-free, 1-877-322-8228. Consumers may also directly contact the three major credit reporting bureaus listed below to request a free copy of their credit report.

Consumers have the right to place an initial or extended "fraud alert" on a credit file at no cost. An initial fraud alert is a 1-year alert that is placed on a consumer's credit file. Upon seeing a fraud alert display on a consumer's credit file, a business is required to take steps to verify the consumer's identity before extending new credit. If consumers are the victim of identity theft, they are entitled to an extended fraud alert, which is a fraud alert lasting seven years. Should consumers wish to place a fraud alert, please contact any of the three major credit reporting bureaus listed below.

As an alternative to a fraud alert, consumers have the right to place a "credit freeze" on a credit report, which will prohibit a credit bureau from releasing information in the credit report without the consumer's express authorization. The credit freeze is designed to prevent credit, loans, and services from being approved in a consumer's name without consent. However, consumers should be aware that using a credit freeze to take control over who gets access to the personal and financial information in their credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application they make regarding a new loan, credit, mortgage, or any other account involving the extension of credit. Pursuant to federal law, consumers cannot be charged to place or lift a credit freeze on their credit report. To request a credit freeze, individuals may need to provide some or all of the following information:

1. Full name (including middle initial as well as Jr., Sr., II, III, etc.);
2. Social Security number;
3. Date of birth;
4. Addresses for the prior two to 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, etc.); and
7. A copy of either the police report, investigative report, or complaint to a law enforcement agency concerning identity theft if they are a victim of identity theft.

Should consumers wish to place a credit freeze or fraud alert, please contact the three major credit reporting bureaus listed below:

Equifax	Experian	TransUnion
https://www.equifax.com/personal/credit-report-services/	https://www.experian.com/help/	https://www.transunion.com/data-breach-help
1-888-298-0045	1-888-397-3742	1-833-799-5355
Equifax Fraud Alert, P.O. Box 105069 Atlanta, GA 30348-5069	Experian Fraud Alert, P.O. Box 9554, Allen, TX 75013	TransUnion, P.O. Box 2000, Chester, PA 19016
Equifax Credit Freeze, P.O. Box 105788 Atlanta, GA 30348-5788	Experian Credit Freeze, P.O. Box 9554, Allen, TX 75013	TransUnion, P.O. Box 160, Woodlyn, PA 19094

Additional Information

Consumers may further educate themselves regarding identity theft, fraud alerts, credit freezes, and the steps they can take to protect your personal information by contacting the consumer reporting bureaus, the Federal Trade Commission, or their state Attorney General. The Federal Trade Commission may be reached at: 600 Pennsylvania Avenue NW, Washington, D.C. 20580; www.identitytheft.gov; 1-877-ID-THEFT (1-877-438-4338); and TTY: 1-866-653-4261. The Federal Trade Commission also encourages those who discover that their information has been misused to file a complaint with them. Consumers can obtain further information on how to file such a complaint by way of the contact information listed above. Consumers have the right to file a police report if they ever experience identity theft or fraud. Please note that in order to file a report with law enforcement for identity theft, consumers will likely need to provide some proof that they have been a victim. Instances of known or suspected identity theft should also be reported to law enforcement and the relevant state Attorney General. This notice has not been delayed by law enforcement.

For District of Columbia residents, the District of Columbia Attorney General may be contacted at: 400 6th Street, NW, Washington, D.C. 20001; (202) 442-9828; and oag.dc.gov.

For Maryland residents, the Maryland Attorney General may be contacted at: 200 St. Paul Place, 16th Floor, Baltimore, MD 21202; 1-410-576-6300 or 1-888-743-0023; and https://www.marylandattorneygeneral.gov/. ESSG can be reached at 952-835-1288.

For New Mexico residents, consumers have rights pursuant to the Fair Credit Reporting Act, such as the right to be told if information in their credit file has been used against them, the right to know what is in their credit file, the right to ask for their credit score, and the right to dispute incomplete or inaccurate information. Further, pursuant to the Fair Credit Reporting Act, the consumer reporting bureaus must correct or delete inaccurate, incomplete, or unverifiable information; consumer reporting agencies may not report outdated negative information; access to consumers' files is limited; consumers must give consent for credit reports to be provided to employers; consumers may limit "prescreened" offers of credit and insurance based on information in their credit report; and consumers may seek damages from violators. Consumers may have additional rights under the Fair Credit Reporting Act not summarized here. Identity theft victims and active-duty military personnel have specific additional rights pursuant to the Fair Credit Reporting Act. We encourage consumers to review their rights pursuant to the Fair Credit Reporting Act by visiting www.consumerfinance.gov/f/201504_cfpb_summary_your-rights-under-fcra.pdf, or by writing Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.

For New York residents, the New York Attorney General may be contacted at: Office of the Attorney General, The Capitol, Albany, NY 12224-0341; 1-800-771-7755; or https://ag.ny.gov.

For North Carolina residents, the North Carolina Attorney General may be contacted at: 9001 Mail Service Center, Raleigh, NC 27699-9001; 1-877-566-7226 or 1-919-716-6000; and www.ncdoj.gov.

For Rhode Island residents, the Rhode Island Attorney General may be reached at: 150 South Main Street, Providence, RI 02903; www.riag.ri.gov; and 1-401-274-4400. Under Rhode Island law, individuals have the right to obtain any police report filed in regard to this event. There are approximately 141 Rhode Island residents that may be impacted by this event.