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September 11, 2017

## **NOTICE OF DATA BREACH**

We are writing about an issue that involves your personal information. The details of the issue are below.

### **What Happened?**

Jacuzzi Brands LLC's (and some of its subsidiaries based in the United States) payroll vendor, Ceridian, recently became aware of an issue that may affect you. On September 1, Ceridian inadvertently emailed password protected files containing your personal information to another Ceridian customer. On September 5, the error was discovered and Ceridian immediately advised the other customer to delete the files that were inadvertently emailed. On September 6, the other Ceridian customer advised that they did not open, access or view the email or its attached files, and immediately deleted the email.

### **What Information was Involved?**

Based on the investigation, it has been determined that the files included information such as first and last name, address, phone number, social security number, bank account information, and payroll information. There has been no indication that your information has been improperly used or distributed and the Ceridian customer has confirmed that they did not save, download or otherwise use the information contained in the document. This is not an incident involving theft of information where a company was targeted by someone with malicious intent; rather, as mentioned, the information was inadvertently sent to the wrong customer who was contacted immediately upon learning of the issue.

### **What We Are Doing?**

Promptly after learning of the incident, we worked with Ceridian to determine the details of the issue. An investigation was conducted, and the third party confirmed the data was not accessed and the email was deleted. We regret that this incident occurred, and are working with Ceridian to help ensure that this type of issue does not happen again. You will also be provided with the ability to obtain credit monitoring for a year at no cost, and we will send you details regarding that service within the next week.

### **What You Can Do?**

We regret that this incident may affect you. We take our obligation to safeguard personal information very seriously and are alerting you about this incident so you can take steps to help protect yourself. You are entitled under U.S. law to one free credit report annually from each of the three nationwide consumer reporting agencies. To order your free credit report, visit

www.annualcreditreport.com or call toll-free at (877) 322-8228. We encourage you to remain vigilant by reviewing your account statements and monitoring your free credit reports.

In addition, we encourage you to take advantage of the credit monitoring services for 12 months at no cost to you, and expect to provide details regarding the no-cost credit monitoring service within the next week.

**For More Information**

Again, we regret any inconvenience this may cause you. If you have any questions regarding this issue, please call (877) 212-3626, or email [Jessica.Garduno@Jacuzzi.com](mailto:Jessica.Garduno@Jacuzzi.com). We have also included with this notice some answers to some questions we anticipate you may have.

Sincerely,

Jessica Garduno  
Director of Human Resources

## ANTICIPATED QUESTIONS AND ANSWERS

**Q.** Was my personal information accessed by a third party?

**A.** Our investigation has indicated that the recipient, who is at an executive level with the other company did not open, read, view or access the email or files and deleted it immediately.

**Q.** Were Jacuzzi's systems hacked or breached?

**A. No. The situation solely involves password protected files included in an email inadvertently sent by Ceridian to an executive of another one of their customers.**

**Q.** Is your information secure now?

**A. Jacuzzi Brands LLC and its subsidiaries have always made the privacy of employee information a priority. The Notice of Data Breach was provided in regard to a one-time inadvertent mistake by Ceridian. Jacuzzi is working with Ceridian to implement procedures to prevent a reoccurrence of the incident.**

**Q.** How big was the breach?

**A. All current and former employees of Jacuzzi Brands LLC and some of its subsidiaries based in the United States that received a payroll check through Ceridian in calendar year 2017.**

**Q.** What information was taken?

**A. This is not an incident involving theft of information where a company was targeted by someone with malicious intent; rather, as mentioned in the notice, the information was inadvertently sent to the wrong customer. The password protected data files included the information listed on the Notice of Data Breach. The files did not include any other personal information, and did not include passwords or dependent information.**

**Q.** Do I need to worry about my dependents' personal information?

**A. No. The files did not include any dependent information.**

**Q.** Will I receive free credit monitoring?

**A. Yes. One year of credit monitoring will be provided at no cost to you. We are working with Ceridian to establish credit monitoring services. We will provide that to you in a subsequent communication which we expect to distribute within the next week.**