

# International **IOR** Rectifier

March 14, 2008

Office of Attorney General Martha Coakley  
One Ashburton Place  
Boston, MA 02108

Attorney General Coakley:

In accordance with the new Commonwealth Law Chapter 93H entitled 'Security Breaches', International Rectifier is notifying you of a security breach with one of our vendors, Systematic Automation located in Fullerton CA.

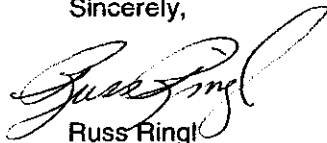
At approximately 4:30 AM Pacific Time on February 11 2008, Systematic Automation was the victim of a 'smash and grab' theft. The thieves took laptop computers with the employee social security numbers of 324 Commonwealth residents. This is the only information of a sensitive nature that was stored by International Rectifier at Systematic Automation. All of the stolen International Rectifier employee data was password protected, but not encrypted.

Enclosed is a copy of the notification sent to all affected Commonwealth residents shortly after the security breach.

We feel that our employee notification and this notification, to both you and the Director of Consumer Affairs and Business Regulations, meet the spirit and letter of the new Commonwealth law.

If you have any questions, please contact me.

Sincerely,



Russ Ring

Global Director, Compensation & Benefits

International Rectifier Corporation

101 N. Sepulveda Avenue

El Segundo, CA 90245

Copy: Daniel Crane, Director of Consumer Affairs and Business Regulations

# International IOR Rectifier

TO: Current and Former IR Employees  
FROM: Russ Ringl  
DATE: February 26, 2008

I write to notify you of a burglary committed at Systematic Automation, a vendor that has prepared IR's benefit statements for the past five years. This vendor has also maintained benefit information for a number of other employers in California.

Among the items stolen, was a hard drive that contained an Excel file with IR's historical benefits information, including Social Security numbers, for IR's U.S. employees who were employed by the company anytime during the period of January 1, 2007 through September 1, 2007. You are receiving this notice because your information is believed to be contained in the stolen file.

Systematic Automation has advised IR that it has in place security measures, including password protection for the data it possesses. Thus, the data should only be accessible to someone if the security measures were somehow hacked or compromised after the hard drive was stolen. IR does not have information either way as to whether that has occurred, but Systematic Automation has informed IR that it believes that it is most likely the theft at its facility was aimed at obtaining the computer hardware, not the data. Nevertheless, this is an open police investigation. IR has requested that Systematic Automation keep IR informed of any updates that it may receive regarding this incident.

To protect yourself from the possibility of identity theft, IR recommends that you place a fraud alert on your credit files. A fraud alert lets creditors know to contact you before opening new accounts. Just call any one of the three credit reporting agencies at one of the numbers listed below. This will let you automatically place fraud alerts with all of the agencies. You will then receive letters from all of them, with instructions on how to get a free copy of your credit report from each.

Experian  
888-397-3742

Equifax  
800-525-6285

TransUnion  
800-680-7289

When you receive your credit reports, look them over carefully. Look for accounts you did not open. Look for inquiries from creditors that you did not initiate. Look for any personal information, such as home address and Social Security number, that is not accurate. If you see anything you do not understand, please call the credit reporting agency at the telephone number on the report.

If you do find suspicious activity on your credit reports that has not been initiated by your actions, please call the credit reporting agency at the telephone number on the report. If you suspect there has been improper activity, please call your local police or sheriff's office to file a report of identity theft. You should obtain a copy of any police report made as a result of your inquiries. You may need to give copies to creditors to clear up your records.

Even if you do not find any signs of fraud on your reports, we recommend that you check your credit reports every three months for the next year. Just call one of the numbers above to order your reports and keep the fraud alert in place.

For more information on identify theft, employees may visit the Federal Trade Commission website at [www.consumer.gov/idtheft](http://www.consumer.gov/idtheft). The website of the California Office of Privacy Protection is also a very helpful resource and is at [www.privacy.ca.gov](http://www.privacy.ca.gov).

If you have any questions or require any other assistance, please contact Russ Ringl in Human Resources ([rringl1@irf.com](mailto:rringl1@irf.com)) or at 310.726.8301).

April 3, 2008

In addition to the communication regarding the Systematic Automation theft we sent, The Commonwealth of Massachusetts requires the following notice be given to you.

## **MASSACHUSETTS SECURITY FREEZE INFORMATION**

Any consumer in Massachusetts may place a security freeze on his or her credit report by sending a request in writing, by mail to all credit reporting agencies. The credit reporting agency is not allowed to charge a fee to victims or their spouses for placing, removing for a specific period or party, or removing a security freeze on a credit report. To prove you are a victim, you must also send to the credit reporting agency a valid copy of a police report (Please see you Human Resources Department for a copy of the police report). All other consumers must pay a \$5 fee for each placing, temporary lifting or removing of a security freeze.

A security freeze shall prohibit, with certain specific exceptions, the credit reporting agency from releasing the consumer's credit report or any information from it without the express authorization of the consumer. The freeze goes into effect three (3) business days from receipt of the consumer's letter by the credit reporting agency.

### **HOW TO "FREEZE" YOUR CREDIT FILES**

A security freeze means that your file cannot be shared with potential creditors. A security freeze can help prevent identity theft. Most businesses will not open credit accounts without first checking a consumer's credit history. If your credit files are frozen, even someone who has your name and Social Security number probably would not be able to obtain credit in your name. A security freeze is free to identity theft victims who have a police report investigative report or a complaint to a law enforcement agency concerning identity theft.

#### **How do I place a security freeze?**

To place a freeze, you must write to each of the three credit bureaus. Credit bureaus charge a \$5 fee, unless you are a victim or victim's spouse who sends a copy of your police report concerning identity theft (as a potential victim of identity theft, there will not be a fee if you follow all of the directions contained herein).

Write to all three addresses below and include the information that follows:

<b>Equifax Security Freeze</b>	<b>Trans Union Security Freeze</b>	<b>Experian Security Freeze</b>
P.O. Box 105788	P.O. Box 6790	P.O. Box 9554
Atlanta, GA 30348	Fullerton, CA 92834-6790	Allen, TX 75013

#### **For each, you must:**

- Send a letter by mail;
- Provide your full name (including middle initial as well as Jr., Sr., II, III, etc.) address, Social Security number, and date of birth;
- If you have moved in the past 5 years, supply the addresses where you have lived over the prior 5 years.
- Provide proof of current address such as a current utility bill or phone bill
- Send a photocopy of a government issued identification card (state driver's license or ID card, military identification, etc.)
- If you are a victim of identity theft, include a copy of the police report, investigative report, or complaint to a law enforcement agency concerning identity theft;
- If you are not a victim, include payment by check, money order or credit card (Visa, Master Card, American Express, or Discover cards only.)

#### **How long does it take for a security freeze to be in effect?**

After 3 business days from receiving your letter, the credit reporting agencies listed above will place a freeze providing credit reports to potential creditors.

After 5 business days from receiving your letter to place a freeze on your account, the credit reporting agencies will send you a confirmation letter containing a unique PIN (personal identification number) or password. Keep this PIN or password in a safe place.

#### **Can I open new credit accounts if my files are frozen?**

Yes. You can have a security freeze lifted for a specific temporary period of time. This is done at no charge for victims. For non-victims, however, there is a \$5 charge for either temporarily lifting the security freeze for a specific period of time or allowing a specific creditor to access your credit report. The steps to do so are as follows:

- Contact the credit reporting agencies above.
- The manner by which you contact them is determined by them, but it may be by way of telephone, fax or over the Internet.
- You must provide proper identification;
- You must provide your unique PIN or password;
- And, if you are requesting to open your credit to a third party or for a specific period of time, you must provide to whom or during what time period your credit report will be accessible.

#### **How long does it take for a security freeze to be lifted?**

Credit bureaus must lift a freeze no later than three (3) business days from receiving your request.

#### **What will a creditor who requests my file see if it is frozen?**

A creditor will see a message or a code indicating the file is frozen.

#### **Can I order my own credit report if my file is frozen?**

Yes.

**Can anyone see my credit file if it is frozen?**

When you have a security freeze on your credit file, certain entities still have access to it. Your report can still be released to your existing creditors or to collection agencies acting on their own behalf. They can use it to review or collect on your account. Other creditors may also use your information to make offers of credit. Government agencies may also have access in response to a court or administrative order, a subpoena, or a search warrant.

**Do I have to freeze my file with all three credit bureaus?**

Yes. Different credit issuers may use different credit bureaus. If you want to stop your credit file from being viewed, you must freeze it with Equifax, Experian, and Trans Union.

**Will a freeze lower my credit score?**

No.

**Can an employer do a background check on my credit file?**

No. You would have to lift the freeze to allow a background check, just as you would to apply for credit. The process for lifting the freeze is described above.

**SAMPLE FREEZE LETTER TO EACH OF THE AGENCIES LISTED ABOVE**

Date

(AGENCY NAME)

Security Freeze

(AGENCY STREET ADDRESS)

(AGENCY CITY, STATE AND ZIPCODE)

Dear (AGENCY NAME):

I would like to place a security freeze on my credit file. My name is:

My former name was (if applies):

My current address is:

My address has changed in the past 5 years. My former address was:

My social security number is:

My date of birth is:

I have enclosed photocopies of a government issued identity card AND proof of residence such as a utility bill or phone bill.

I am an identity theft victim or victim's spouse and a copy of my police report showing identity theft is enclosed.

Yours Truly,

Your Name.

International  
**IOR** Rectifier

April 5, 2008

Office of Attorney General Martha Coakley  
One Ashburton Place  
Boston, MA 02108

Attorney General Coakley:

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Enclosed is a copy of both of the notifications sent to all affected Commonwealth residents regarding the security breach. Our letter dated April 5 was sent in response to Scott Schafer's notice that our initial notification was not sufficient to meet the Commonwealth's notice regarding a Security Breach.

We feel that our employee notifications and this notification, to both you and the Director of Consumer Affairs and Business Regulations, meet the spirit and letter of the new Commonwealth law.

If you have any questions, please contact me.

Sincerely,

  
Russ Ring

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