



ROPES & GRAY LLP  
2099 PENNSYLVANIA AVENUE, NW  
WASHINGTON, DC 20006-6807  
WWW.ROPESGRAY.COM

November 21, 2025

Attorney General John Formella  
Office of the Attorney General  
Consumer Protection Bureau  
1 Granite Place South  
Concord, NH 03301  
DOJ-CPB@doj.nh.gov

Edward McNicholas  
T +1 202 508 4779  
Edward.McNicholas@ropesgray.com

Re: Data Incident

Dear Attorney General Formella:

We write on behalf of our client, The TEAM Companies ("TTC"), to notify your office of a security incident (the "incident") that may have involved the personal information of approximately 23 residents of your state. TTC provides payroll and production management services to businesses operating in the advertising and entertainment sectors.

On July 21, 2025, TTC discovered unauthorized access to certain of its internal networks, systems, and data. The unauthorized access appears to have begun on July 15, 2025 and ended July 26, 2025, when TTC disabled online services. During this timeframe, the unauthorized party exfiltrated a limited amount of personal information, which varied by individual, but may have included names, addresses, dates of birth, government-issued identification numbers, financial account information, or health information. TTC began notifying individuals whose information was involved on November 21, 2025, and is offering them two years of complimentary credit monitoring and identity protection services.

Upon discovery of the incident, TTC isolated affected systems, notified federal law enforcement, and engaged third-party forensics experts at the direction of counsel to conduct a comprehensive review of TTC's internal network and assist with investigation, containment, and remediation. TTC subsequently eradicated the unauthorized access and took steps to further safeguard its systems and information. It also has engaged a third party to conduct dark web monitoring to confirm that no information from its systems has been made available on the dark web. To date, there has been no indication that the data was sold, offered for sale, or published, nor has there been evidence of any further misuse of that data.

A sample of the notifications that TTC is providing affected individuals is attached for your reference.

Sincerely,

A handwritten signature in black ink that reads "Edward R. McNicholas".

Edward McNicholas