

# DATA PRIVACY AGREEMENT

**Schenectady City School District**

**and**

**Pearson**

This Data Privacy Agreement ("DPA") is by and between the Schenectady City School District ("EA"), an Educational Agency, and Certiport, a business of NCS Pearson, Inc. ("Contractor"), collectively, the "Parties".

## ARTICLE I: DEFINITIONS

As used in this DPA, the following terms shall have the following meanings:

1. **Breach:** The unauthorized acquisition, access, use, or disclosure of Personally Identifiable Information in a manner not permitted by State and federal laws, rules and regulations, or in a manner which compromises its security or privacy, or by or to a person not authorized to acquire, access, use, or receive it, or a Breach of Contractor's security that leads to the accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to Personally Identifiable Information.
2. **Commercial or Marketing Purpose:** means the sale, use or disclosure of Personally Identifiable Information for purposes of receiving remuneration, whether directly or indirectly; the sale, use or disclosure of Personally Identifiable Information for advertising purposes; or the sale, use or disclosure of Personally Identifiable Information to develop, improve or market products or services to students.
3. **Disclose:** To permit access to, or the release, transfer, or other communication of personally identifiable information by any means, including oral, written or electronic, whether intended or unintended.
4. **Education Record:** An education record as defined in the Family Educational Rights and Privacy Act and its implementing regulations, 20 U.S.C. 1232g and 34 C.F.R. Part 99, respectively.
5. **Educational Agency:** As defined in Education Law 2-d, a school district, board of cooperative educational services, school, charter school, or the New York State Education Department.
6. **Eligible Student:** A student who is eighteen years of age or older.
7. **Encrypt or Encryption:** As defined in the Health Insurance Portability and Accountability Act of 1996 (HIPAA) Security Rule at 45 CFR 164.304, means the use of an algorithmic process to transform Personally Identifiable Information into an unusable, unreadable, or indecipherable form in which there is a low probability of assigning meaning without use of a confidential process or key.
8. **Examination Data:** Any information collected by Contractor with the consent of an eligible end user, or, if the end user is under the age of 18, with the consent of the end user's parent

or legal guardian, including any and all information collected by Contractor during the registration and examination of an end user.

9. **NIST Cybersecurity Framework:** The U.S. Department of Commerce National Institute for Standards and Technology Framework for Improving Critical Infrastructure Cybersecurity Version 1.1.
10. **Parent:** A parent, legal guardian or person in parental relation to the student.
11. **Personally Identifiable Information (PII):** Means personally identifiable information as defined in section 99.3 of Title 34 of the Code of Federal Regulations implementing the Family Educational Rights and Privacy Act, 20 U.S.C 1232g, and Teacher or Principal APPR Data, as defined below.
12. **Release:** Shall have the same meaning as Disclose.
13. **School:** Any public elementary or secondary school including a charter school, universal pre-kindergarten program authorized pursuant to Education Law § 3602-e, an approved provider of preschool special education, any other publicly funded pre-kindergarten program, a school serving children in a special act school district as defined in Education Law § 4001, an approved private school for the education of students with disabilities, a State-supported school subject to the provisions of Article 85 of the Education Law, or a State-operated school subject to the provisions of Articles 87 or 88 of the Education Law.
14. **Student:** Any person attending or seeking to enroll in an Educational Agency.
15. **Student Data:** Personally identifiable information from the student records of an educational agency. Student Data does not include Examination Data.
16. **Subcontractor:** Contractor's non-employee agents, consultants and/or subcontractors engaged in the provision of services pursuant to the Service Agreement.
17. **Teacher or Principal APPR Data:** Personally Identifiable Information from the records of an Educational Agency relating to the annual professional performance reviews of classroom teachers or principals that is confidential and not subject to release under the provisions of Education Law §§ 3012-c and 3012-d.

## ARTICLE II: PRIVACY AND SECURITY OF PII

### 1. Compliance with Law.

In order for Contractor to provide certain services ("Services") to the EA pursuant to a contract dated April 12, 2017("Service Agreement"); Contractor may receive PII regulated by several New York and federal laws and regulations, among them, the Family Educational Rights and Privacy Act ("FERPA") at 12 U.S.C. 1232g (34 CFR Part 99); Children's Online Privacy Protection Act ("COPPA") at 15 U.S.C. 6501-6502 (16 CFR Part 312); Protection of Pupil Rights Amendment ("PPRA") at 20 U.S.C. 1232h (34 CFR Part 98); the Individuals with Disabilities Education Act ("IDEA") at 20 U.S.C. 1400 et seq. (34 CFR Part 300); New York Education Law Section 2-d; and the Commissioner of Education's Regulations at 8 NYCRR Part 121. The Parties enter this DPA to address the requirements of New York law. Contractor agrees to maintain the confidentiality and security of PII in accordance with applicable New York, federal and local laws, rules and regulations.

## **2. Authorized Use.**

Contractor has no property or licensing rights or claims of ownership to Student Data, and Contractor must not use Student Data for any purpose other than to provide the Services set forth in the Service Agreement. Neither the Services provided nor the manner in which such Services are provided shall violate New York law.

## **3. Data Security and Privacy Plan.**

Contractor shall adopt and maintain administrative, technical and physical safeguards, measures and controls to manage privacy and security risks and protect Student Data in a manner that complies with New York State, federal and local laws and regulations and the EA's policies. Education Law Section 2-d requires that Contractor provide the EA with a Data Privacy and Security Plan that outlines such safeguards, measures and controls including how the Contractor will implement all applicable state, federal and local data security and privacy requirements. Contractor's Data Security and Privacy Plan is attached to this DPA as Exhibit C.

## **4. EA's Data Security and Privacy Policy**

State law and regulation requires the EA to adopt a data security and privacy policy that complies with Part 121 of the Regulations of the Commissioner of Education and aligns with the NIST Cyber Security Framework. To the extent that Contractor receives Student Data, Contractor shall comply with the EA's data security and privacy policy and other applicable policies.

## **5. Right of Review and Audit.**

Upon request by the EA, Contractor shall provide the EA with summaries of its policies and related procedures that pertain to the protection of PII. It may be made available in a form that does not violate Contractor's own information security policies, confidentiality obligations, and applicable laws. Contractor may provide the EA with a summary of a recent industry standard independent audit report on Contractor's privacy and security practices.

## **6. Contractor's Employees and Subcontractors.**

- (a) Contractor shall only disclose Student Data to Contractor's employees and subcontractors who need to know the Student Data in order to provide the Services and the disclosure of Student Data shall be limited to the extent necessary to provide such Services. Contractor shall ensure that all such employees and subcontractors comply with the terms of this DPA.
- (b) Contractor must ensure that each subcontractor performing functions pursuant to the Service Agreement where the subcontractor will receive or have access to Student Data is contractually bound by a written agreement that includes confidentiality and data security obligations equivalent to, consistent with, and no less protective than, those found in this DPA.

- (c) Contractor shall examine the data security and privacy measures of its subcontractors prior to utilizing the subcontractor. If at any point a subcontractor fails to materially comply with the requirements of this DPA, Contractor shall: notify the EA and remove such subcontractor's access to Student Data; and, as applicable, retrieve all Student Data received or stored by such subcontractor and/or ensure that Student Data has been securely deleted and destroyed in accordance with this DPA. In the event there is an incident in which the subcontractor compromises Student Data, Contractor shall follow the Data Breach reporting requirements set forth herein.
- (d) Contractor shall take full responsibility for the acts and omissions of its employees and subcontractors.
- (e) Contractor must not disclose Student Data to any other party unless:
  - (i) The Contractor has received written permission from a parent or eligible student to whom the data pertains to beforehand; or
  - (ii) Such disclosure is required by statute, court order or subpoena, and the Contractor makes a reasonable effort to notify the EA of the court order or subpoena in advance of compliance but in any case, provides notice to the EA no later than the time the Student Data is disclosed, unless such disclosure to the EA is expressly prohibited by the statute, court order or subpoena.

## **7. Training.**

Contractor shall ensure that all its employees and Subcontractors who have access to Student Data have received or will receive training on the federal and state laws governing confidentiality of such data prior to receiving access.

## **8. Termination**

The obligations of this DPA shall continue and shall not terminate for as long as the Contractor or its sub-contractors retain Student Data or retain access to Student Data.

## **9. Data Return and Destruction of Data.**

- (a) Protecting Student Data from unauthorized access and disclosure is of the utmost importance to the EA, and Contractor agrees that it is prohibited from retaining Student Data or continued access to Student Data or any copy, summary or extract of Student Data, on any storage medium (including, without limitation, in secure data centers and/or cloud-based facilities) whatsoever beyond the period of providing Services to the EA, unless such retention is either expressly authorized for a prescribed period by the Service Agreement or other written agreement between the Parties, or expressly requested by the EA for purposes of facilitating the transfer of Student Data to the EA or expressly required by law. As applicable, upon

expiration or termination of the Service Agreement, Contractor shall transfer Student Data, in a format agreed to by the Parties to the EA.

- (b) If applicable, once the transfer of Student Data has been accomplished in accordance with the EA's written election to do so, Contractor agrees to return or destroy all Student Data when the purpose that necessitated its receipt by Contractor has been completed. Thereafter, with regard to all Student Data (including without limitation, all hard copies, archived copies, electronic versions, electronic imaging of hard copies) as well as any and all Student Data maintained on behalf of Contractor in a secure data center and/or cloud-based facilities that remain in the possession of Contractor or its Subcontractors, Contractor shall ensure that Student Data is securely deleted and/or destroyed in a manner that does not allow it to be retrieved or retrievable, read or reconstructed. Hard copy media must be shredded or destroyed such that Student Data cannot be read or otherwise reconstructed, and electronic media must be cleared, purged, or destroyed such that the Student Data cannot be retrieved. Only the destruction of paper PII, and not redaction, will satisfy the requirements for data destruction. Redaction is specifically excluded as a means of data destruction.
- (c) Contractor shall provide the EA with a written certification of the secure deletion and/or destruction of Student Data held by the Contractor or Subcontractors.
- (d) To the extent that Contractor and/or its subcontractors continue to be in possession of any de-identified Student Data (i.e., Student Data that has had all direct and indirect identifiers removed), they agree not to attempt to re-identify de-identified Student Data and not to transfer de-identified Student Data to any party.

#### **10. Commercial or Marketing Use Prohibition.**

Contractor agrees that it will not sell PII or use or disclose PII for a Commercial or Marketing Purpose.

#### **11. Encryption.**

Contractor shall use industry standard security measures including encryption protocols that comply with New York law and regulations to preserve and protect PII. Contractor must encrypt PII at rest and in transit in accordance with applicable New York laws and regulations.

#### **12. Breach.**

- (a) Contractor shall promptly notify the EA of any Breach of PII without unreasonable delay no later than seven (7) business days after discovery of the Breach. Notifications required pursuant to this section must be in writing, given by personal delivery, e-mail transmission (if contact information is provided for the specific mode of delivery), or by registered or certified, and must to the extent available, include a description of the Breach which includes the date of the incident and the date of discovery; the types of PII affected and the number of records affected; a

description of Contractor's investigation; and the contact information for representatives who can assist the EA. Notifications required by this section must be sent to the EA's District Superintendent or other head administrator with a copy to the Data Protection Office. Violations of the requirement to notify the EA shall be subject to a civil penalty pursuant to Education Law Section 2-d. The Breach of certain PII protected by Education Law Section 2-d may subject the Contractor to additional penalties.

- (b) Notifications required under this paragraph must be provided to the EA at the following address:

**Name:** Kurt Redman

**Title:** Director of Instructional Technology

**Address:** Schenectady City School District 108 Education Drive

**City, State, Zip:** Schenectady, NY 12303

**Email:** [redmank@schenectadyschools.org](mailto:redmank@schenectadyschools.org)

### **13. Cooperation with Investigations.**

Contractor agrees that it will cooperate with the EA and law enforcement, where necessary, in any investigations into a Breach. Any costs incidental to the required cooperation or participation of the Contractor or its' Authorized Users, as related to such investigations, will be the sole responsibility of the Contractor if such Breach is attributable to Contractor or its Subcontractors.

### **14. Notification to Individuals.**

Where a Breach of PII occurs that is attributable to Contractor, Contractor shall pay for or promptly reimburse the EA for the full cost of the EA's notification to Parents, Eligible Students, teachers, and/or principals, in accordance with Education Law Section 2-d and 8 NYCRR Part 121.

### **15. Termination.**

The confidentiality and data security obligations of the Contractor under this DPA shall survive any termination of this DPA but shall terminate upon Contractor's certifying that it has destroyed all Student Data.

## **ARTICLE III: PARENT AND ELIGIBLE STUDENT PROVISIONS**

### **1. Parent and Eligible Student Access.**

Education Law Section 2-d and FERPA provide Parents and Eligible Students the right to inspect and review their child's or the Eligible Student's Student Data stored or maintained by the EA. To the extent Student Data is held by Contractor pursuant to the Service Agreement,

Contractor shall respond within thirty (30) calendar days to the EA's requests for access to Student Data so the EA can facilitate such review by a Parent or Eligible Student, and facilitate corrections, as necessary. If a Parent or Eligible Student contacts Contractor directly to review any of the Student Data held by Contractor pursuant to the Service Agreement, Contractor shall promptly notify the EA and refer the Parent or Eligible Student to the EA.

**2. Bill of Rights for Data Privacy and Security.**

As required by Education Law Section 2-d, the Parents Bill of Rights for Data Privacy and Security and the supplemental information for the Service Agreement are included as Exhibit A and Exhibit B, respectively, and incorporated into this DPA. Contractor shall complete and sign Exhibit B and append it to this DPA. Pursuant to Education Law Section 2-d, the EA is required to post the completed Exhibit B on its website.

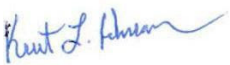
## ARTICLE IV: MISCELLANEOUS

**1. Priority of Agreements and Precedence.**

In the event of a conflict between and among the terms and conditions of this DPA, including all Exhibits attached hereto and incorporated herein and the Service Agreement, the terms and conditions of this DPA shall govern and prevail, shall survive the termination of the Service Agreement in the manner set forth herein, and shall supersede all prior communications, representations, or agreements, oral or written, by the Parties relating thereto.

**2. Execution.**

This DPA may be executed in one or more counterparts, all of which shall be considered one and the same document, as if all parties had executed a single original document and may be executed utilizing an electronic signature and/ or electronic transmittal, and each signature thereto shall be and constitute an original signature, as if all parties had executed a single original document.


EDUCATIONAL AGENCY	CONTRACTOR
BY: 	BY: 
Kurt L. Redman	<b>Craig Bushman</b>
Data Privacy Officer	<b>General Manager</b>
Date: 12/21/2023	Date: 12/20/2023

  
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## EXHIBIT A - Education Law §2-d Bill of Rights for Data Privacy and Security

The Schenectady City School District is committed to protecting the privacy and security of student data and teacher and principal data. In accordance with New York Education Law Section 2-d and its implementing regulations, the District informs the school community of the following:

1. A student's personally identifiable information (PII) cannot be sold or released for any commercial purposes;
2. Parents have the right to inspect and review the complete contents of their child's education record.
3. State and federal laws protect the confidentiality of PII, and safeguards associated with industry standards and best practices, including but not limited to encryption, firewalls, and password protection, must be in place when data is stored or transferred.
4. A complete list of all student data elements collected by the state is available for public review at the following website <http://www.nysed.gov/student-dataprivacy/student-data-inventory> or by writing to the Office of Information and Reporting Services, New York State Education Department, Room 865 EBA, 89 Washington Avenue, Albany, New York 12234.
5. Parents have the right to have complaints about possible breaches of student data addressed. Complaints should be directed in writing to Privacy Complaint, Chief Privacy Officer, New York State Education Department, 89 Washington Avenue, Albany, New York 12234. Complaints may also be submitted using the form available at the following website <http://www.nysed.gov/studentdataprivacy/form/report-improper-disclosure>.

CONTRACTOR	
[Signature]	
[Printed Name]	Craig Bushman
[Title]	General Manager
Date:	12/20/2023

  
JDM




## EXHIBIT B

### BILL OF RIGHTS FOR DATA PRIVACY AND SECURITY - SUPPLEMENTAL INFORMATION FOR CONTRACTS THAT UTILIZE PERSONALLY IDENTIFIABLE INFORMATION

Pursuant to Education Law § 2-d and Section 121.3 of the Commissioner's Regulations, the Educational Agency (EA) is required to post information to its website about its contracts with third-party contractors that will receive Personally Identifiable Information (PII).

<b>Name of Contractor</b>	<b>Certiport, a business of NCS Pearson, Inc.</b>
<b>Description of the purpose(s) for which Contractor will receive/access PII</b>	<b>Industry recognized certification exams, practice tests, and learning materials.</b>
<b>Type of PII that Contractor will receive/access</b>	Check all that apply: <input checked="" type="checkbox"/> Student PII <input type="checkbox"/> APPR Data
<b>Contract Term</b>	Contract Start Date _____ Contract End Date _____
<b>Subcontractor Written Agreement Requirement</b>	Contractor will not utilize subcontractors without a written contract that requires the subcontractors to adhere to, at a minimum, materially similar data protection obligations imposed on the contractor by state and federal laws and regulations, and the Contract. (check applicable option) <input checked="" type="checkbox"/> Contractor will not utilize subcontractors. <input type="checkbox"/> Contractor will utilize subcontractors.

<b>Data Transition and Secure Destruction</b>	<p>Upon expiration or termination of the Contract, Contractor shall:</p> <ul style="list-style-type: none"> <li>• Securely transfer Student Data or Teacher or Principal Data to EA, or a successor contractor at the EA's option and written discretion, in a format agreed to by the parties.</li> <li>• Securely delete and destroy Student Data or Teacher or Principal Data.</li> </ul>
<b>Challenges to Data Accuracy</b>	<p>Parents, teachers or principals who seek to challenge the accuracy of Student Data or Teacher or Principal Data will do so by contacting the EA. If a correction to data is deemed necessary, the EA will notify Contractor. Contractor agrees to facilitate such corrections within 21 days of receiving the EA's written request.</p>
<b>Secure Storage and Data Security</b>	<p>Please describe where Student Data or Teacher or Principal Data will be stored and the protections taken to ensure such data will be protected: (check all that apply)</p> <p><input type="checkbox"/> Using a cloud or infrastructure owned and hosted by a third party.</p> <p><input type="checkbox"/> Using Contractor owned and hosted solution</p> <p><input type="checkbox"/> Other: Contractor will not receive Student Data or Teacher or Principal Data</p> <p>Please describe how data security and privacy risks will be mitigated in a manner that does not compromise the security of the Student Data or Teacher or Principal Data:</p> <p>No Student Data or Teacher or Principal Data will be collected. All personally identifiable information is transmitted via TLS 1.2.c, is stored in a secure SQL Server database, and access to the SQL Server data is restricted to database administrators and dev/QA personnel who must research issues and the resolution of the issues.</p>
<b>Encryption</b>	<p>Student Data and Teacher or Principal Data will be encrypted while in motion and at rest.</p>

<b>CONTRACTOR</b>	
<b>[Signature]</b>	
<b>[Printed Name]</b>	<b>Craig Bushman</b>
<b>[Title]</b>	<b>General Manager</b>

<b>Date:</b>	12/20/2023
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## EXHIBIT C - CONTRACTOR'S DATA PRIVACY AND SECURITY PLAN

### CONTRACTOR'S DATA PRIVACY AND SECURITY PLAN

The Educational Agency (EA) is required to ensure that all contracts with a third-party contractor include a Data Security and Privacy Plan, pursuant to Education Law § 2-d and Section 121.6 of the Commissioner's Regulations. For every contract, the Contractor must complete the following or provide a plan that materially addresses its requirements, including alignment with the NIST Cybersecurity Framework, which is the standard for educational agency data privacy and security policies in New York state. **While this plan is not required to be posted to the EA's website, contractors should nevertheless ensure that they do not include information that could compromise the security of their data and data systems.**

1	Outline how you will implement applicable data security and privacy contract requirements over the life of the Contract.	Certiport's processes are designed and developed to prevent the need for and sharing of student data and teacher and principal data, as defined by Education Law 2-d or 121, as well as education records (or personally identifiable information therefrom) as defined by FERPA
2	Specify the administrative, operational and technical safeguards and practices that you have in place to protect PII.	All personally identifiable information is transmitted via TLS 1.2. All Student Data and Teacher or Principal Data including personally identifiable information, is stored in a secure SQL Server database, and is encrypted-at-rest. Access to the SQL Server database is restricted to database administrators and dev/QA personnel who must research issues and the resolution of the issues.
3	Address the training received by your employees and any subcontractors engaged in the provision of services under the Contract on the federal and state laws that govern the confidentiality of PII.	Certiport, through its parent company, NCS Pearson, Inc., requires all employees (regardless of job function) to complete an annual Security and Data Privacy training course, which includes rules, laws and guidelines regarding access to, and handling of, student/user data.
4	Outline contracting processes that ensure that your employees and any subcontractors are bound by written agreement to the requirements of the Contract, at a minimum.	All employees and subcontractors are under confidentiality agreements. In addition Certiport and its subcontractors have technological and administrative controls designed to protect data and limit access to confidential information to only those individuals whose job functions require access. Reviews are conducted quarterly to ensure the only ones with access remain in employee job roles which continue to require the level of access.
5	Specify how you will manage any data security and privacy incidents that implicate PII and describe any specific plans you	Certiport, through its parent company, NCS Pearson, Inc., has a centralized security

	have in place to identify breaches and/or unauthorized disclosures, and to meet your obligations to report incidents to the EA.	team responsible for managing any data breaches. If Certiport experiences a data breach, the security team would immediately be notified. Notifications to the educational agency and other customers, as well as candidates, would be handled by the security team according to the requirements of the applicable laws and the contracts in place. All security breaches are handled on a case-by-case basis depending on the scope and nature of the breach as well as the requirements of laws and customers.
6	Describe how data will be transitioned to the EA when no longer needed by you to meet your contractual obligations, if applicable.	Certiport retains all data that an end user or an end user's legal guardian has consented for Certiport to retain and use and any and all data collected by Certiport during registration and administration of an examination of end users. This data is retained in individual user accounts which allow the end user to control and manage their certifications and allows Certiport to verify and validate certifications earned by end users.
7	Describe your secure destruction practices and how certification will be provided to the EA.	N/A
8	Outline how your data security and privacy program/practices align with the EA's applicable policies.	Certiport's processes and data security and privacy program are designed to comply with all applicable provisions of FERPA, COPPA, PPRA, IDEA, New York Education Law Section 2- d; and the Commissioner of Education's Regulations at 8 NYCRR Part 121 and to ensure that the EA is in compliance with said statutes, laws, and regulations.
9	Outline how your data security and privacy program/practices materially align with the NIST CSF v1.1 using the Framework chart below.	PLEASE USE TEMPLATE BELOW.

## EXHIBIT C.1 – NIST CSF TABLE

The table below will aid the review of a Contractor's Data Privacy and Security Plan. Contractors should complete the Contractor Response sections in the table below to describe how their policies and practices align with each category in the Data Privacy and Security Plan template. To complete these 23 sections, a Contractor may: (i) Demonstrate alignment using the National Cybersecurity Review (NCSR) Maturity Scale of 1-7 ; (ii) Use a narrative to explain alignment (may reference its applicable policies ); and/or (iii) Explain why a certain category may not apply to the transaction contemplated. Further informational references for each category can be found on the NIST website at <https://www.nist.gov/cyberframework/new-framework>. Please use additional pages if needed.

Function	Category	Contractor Response
IDENTIFY (ID)	Asset Management (ID.AM): The data, personnel, devices, systems, and facilities that enable the organization to achieve business purposes are identified and managed consistent with their relative importance to organizational objectives and the organization's risk strategy.	Contractor has an asset management team that accounts for all systems on Contractor's domain.
	Business Environment (ID.BE): The organization's mission, objectives, stakeholders, and activities are understood and prioritized; this information is used to inform cybersecurity roles, responsibilities, and risk management decisions.	Yes
	Governance (ID.GV): The policies, procedures, and processes to manage and monitor the organization's regulatory, legal, risk, environmental, and operational requirements are understood and inform the management of cybersecurity risk.	Yes
	Risk Assessment (ID.RA): The organization understands the cybersecurity risk to organizational operations (including mission, functions, image, or reputation), organizational assets, and individuals.	Yes
	Risk Management Strategy (ID.RM): The organization's priorities, constraints, risk tolerances, and assumptions are established and used to support operational risk decisions.	Yes
	Supply Chain Risk Management (ID.SC): The organization's priorities, constraints, risk tolerances, and assumptions are established and used to support risk decisions associated with managing supply chain risk. The organization has established and implemented the processes to identify, assess and manage supply chain risks.	Yes
PROTECT (PR)	Identity Management, Authentication and Access Control (PR.AC): Access to physical and logical assets and associated facilities is limited to authorized users,	Yes

Function	Category	Contractor Response
	processes, and devices, and is managed consistent with the assessed risk of unauthorized access to authorized activities and transactions.	
	Awareness and Training (PR.AT): The organization's personnel and partners are provided cybersecurity awareness education and are trained to perform their cybersecurity-related duties and responsibilities consistent with related policies, procedures, and agreements.	Yes, every year this is reviewed and updated
	Data Security (PR.DS): Information and records (data) are managed consistent with the organization's risk strategy to protect the confidentiality, integrity, and availability of information.	All data is managed consistent with these areas
	Information Protection Processes and Procedures (PR.IP): Security policies (that address purpose, scope, roles, responsibilities, management commitment, and coordination among organizational entities), processes, and procedures are maintained and used to manage protection of information systems and assets.	Security policies have been created and maintained by our security teams
	Maintenance (PR.MA): Maintenance and repairs of industrial control and information system components are performed consistent with policies and procedures.	Yes
	Protective Technology (PR.PT): Technical security solutions are managed to ensure the security and resilience of systems and assets, consistent with related policies, procedures, and agreements.	Yes
DETECT (DE)	Anomalies and Events (DE.AE): Anomalous activity is detected and the potential impact of events is understood.	Yes, all anomalous activities are detected and reviewed
	Security Continuous Monitoring (DE.CM): The information system and assets are monitored to identify cybersecurity events and verify the effectiveness of protective measures.	Yes, all systems are monitored and reviewed frequently.
	Detection Processes (DE.DP): Detection processes and procedures are maintained and tested to ensure awareness of anomalous events.	Yes, these policies are reviewed and maintained by our security teams.
RESPOND (RS)	Response Planning (RS.RP): Response processes and procedures are executed and maintained, to ensure response to detected cybersecurity incidents.	Yes, these policies are reviewed and maintained by our security teams.

Function	Category	Contractor Response
	Communications (RS.CO): Response activities are coordinated with internal and external stakeholders (e.g. external support from law enforcement agencies).	Yes, if the need arose this would be done.
	Analysis (RS.AN): Analysis is conducted to ensure effective response and support recovery activities.	Yes, frequently.
	Mitigation (RS.MI): Activities are performed to prevent expansion of an event, mitigate its effects, and resolve the incident.	Yes, frequently.
	Improvements (RS.IM): Organizational response activities are improved by incorporating lessons learned from current and previous detection/response activities.	Yes, frequently.
RECOVER (RC)	Recovery Planning (RC.RP): Recovery processes and procedures are executed and maintained to ensure restoration of systems or assets affected by cybersecurity incidents.	Yes, frequently.
	Improvements (RC.IM): Recovery planning and processes are improved by incorporating lessons learned into future activities.	Yes, frequently.
	Communications (RC.CO): Restoration activities are coordinated with internal and external parties (e.g. coordinating centers, Internet Service Providers, owners of attacking systems, victims, other CSIRTs, and vendors).	Yes, if the need arose, this would be completed