

NOTICE OF COLLECTIVE ACTION SETTLEMENT**To: <<FullName>>**

You are receiving this Notice because you are, or were, employed by Corizon as an hourly, non-exempt nurse and worked more than forty (40) hours in a workweek (i.e., from Sunday at midnight through Saturday at 11:59 p.m.) between October 15, 2016 through the present where the Corizon time clock was not near (i.e., within 25 feet) of the entrance/exit of the facility where you worked for Corizon and filed a consent to join a lawsuit titled Fritz, et al. v. Corizon, Inc. et al., Case No. 6:19-CV-3365-SRB, in the United States District Court for the Western District of Missouri, Southern Division (the “Lawsuit”). You are eligible to receive a settlement payment.

YOUR ESTIMATED GROSS SETTLEMENT AMOUNT: <<TotalAmount>>**THIS NOTICE AFFECTS YOUR LEGAL RIGHTS. PLEASE READ IT CAREFULLY.***This is not a solicitation from a lawyer. A Court has authorized this Notice.*

As used in this notice, “Corizon” means Defendants Corizon Health, Inc. and Corizon, LLC on behalf of themselves, their parent(s), affiliates, divisions, subsidiaries, predecessors and successors, and related business entities, including, but not limited to, any and all Corizon-related entities and their officers, directors, shareholders, employees, representatives, corporate parents, corporate siblings, subsidiaries, predecessors, successors, affiliates thereof, and related entities (“Corizon” or the “Defendants”).

- You will receive the gross amount of approximately <<TotalAmount>>. The amount of this payment is based on calculations using your individual time and payroll records within the relevant period.
- You are releasing your federal claims under the Fair Labor Standards Act (the “FLSA”) and state law claims against Corizon and will be bound by the terms the Settlement.

1. INTRODUCTION

The purpose of this Notice is to inform you: (i) of the existence of a settlement between Plaintiffs and Defendants Corizon Health, Inc. and Corizon, LLC (collectively, “Corizon”) of a lawsuit alleging Corizon failed to pay Correctional Nurses who performed pre- and post-shift security related activities under Missouri and federal law, (ii) that you may be entitled to benefits under the Settlement, (iii) of your legal rights and options under the Settlement, and (iv) about the procedures for the Settlement. You have been sent this Notice because you previously joined this case.

2. DESCRIPTION OF THE LAWSUIT

In 2019, the Lawsuit was filed in federal court in Missouri alleging Correctional Nurses may not have been properly paid for all time worked. The lawsuit alleges certain Corizon pay practices violated the Fair Labor Standards Act (“FLSA”) and state law. The Lawsuit is pending before the Honorable Stephen R. Bough in the United States District Court for the Western District of Missouri, Southern Division, under the title *Fritz, et al. v. Corizon, Inc. et al.*, Case No. 6:19-CV-3365-SRB.

Corizon has denied, and continues denying, all of the allegations in the Lawsuit and denies it violated the FLSA or Missouri law. Corizon maintains Correctional Nurses were properly paid for their hours worked. The Court has not decided who is right and who is wrong, or weighed the arguments of either side. The parties, however, agreed to a settlement.

You are eligible to receive a settlement payment in exchange for a release of your claims as alleged in the Lawsuit.

3. WHO IS INCLUDED IN THE SETTLEMENT?

The Court certified a FLSA collective action and a Missouri class action.

QUESTIONS? VISIT www.corizonhealthsettlement.com OR CALL 1-888-281-3974

FLSA Collective: Any individual who: (a) is, or was, employed by Corizon as an hourly, non-exempt nurse and worked more than forty (40) hours in a workweek (i.e., from Sunday at midnight through Saturday at 11:59 p.m.) on an hourly, or non-exempt basis between October 15, 2016 through the present, and (b) performed pre- and post- shift activity for which they were not paid because their time clock was not near (i.e., within 25 feet) of the facility's entrance/exit. Nationwide notice was sent and 949 individuals joined the FLSA Collective. Those 949 individuals make up the FLSA Collective.

Missouri Class: The Court also certified a Missouri class action consisting of current and former hourly Correctional Nurses employed in Missouri from October 15, 2014, through the final disposition of this matter, who have pay periods where they did not record more than forty (40) hours in a seven day period, and worked at one of the following locations:

- Boonville Correctional Center
- Chillicothe Correctional Center
- Cremer Therapeutic Community Center
- Fulton Reception & Diagnostic Center
- Jefferson City Correctional Center
- Kansas City Reentry Center
- Maryville Treatment Center
- Missouri Eastern Correctional Center
- Moberly Correctional Center
- Northeast Correctional Center
- Ozark Correctional Center
- Potosi Correctional Center
- South Central Correctional Center
- Southeast Correctional Center
- St. Louis City Criminal Justice Center
- St. Louis City MSI
- Tipton Correctional Center
- Transition Center St. Louis
- Western Missouri Correctional Center
- Western Reception Diagnostic and Correctional Center
- Crossroads Correctional Center

4. SUMMARY OF THE SETTLEMENT

To settle this case, Corizon agreed to pay a total of \$550,000.00 (the "Gross Settlement Fund"), which is intended to include claims for alleged unpaid wages, liquidated damages, penalties, interest, costs, attorneys' fees, and taxes. If you choose to participate in the settlement, you will receive the approximate gross amount listed on page 1, **before taxes**.

5. YOUR SETTLEMENT AMOUNT

Your individual settlement amount is based on a formula that took into consideration a number of factors, including shifts and weeks worked and individual pay records as a Correctional Nurse within the relevant time period, and the claims asserted in the Lawsuit. Considering these factors, your individual settlement amount was calculated, and is free and clear of attorneys' fees and litigation costs. **This means you do not owe the lawyers any money and the approximate gross amount listed above (less any applicable taxes) is yours.**

You will have 180 days to cash your settlement checks after they are issued. Any uncashed checks will be voided after 180 days and your amount will be sent to Missouri Legal Aid. After 180 days you will no longer be able to receive your funds. It is important you inform the Settlement Administrator if you have not received your checks.

6. WHAT ARE THE PROCEDURES FOR PAYMENT?

- A. The amount of your settlement payment will be calculated by the Settlement Administrator and paid by checks after this settlement is given final approval by the Court. The checks will be mailed by the Settlement Administrator and will remain valid and negotiable for 180 days from the date of issuance. After those 180 days expire, the checks will become void.
- B. If the Court approves the Settlement, and all other conditions of the Final Settlement Agreement and Release are satisfied, a portion (50%) of your settlement payment will be reported as wages for tax purposes and you will receive an IRS Form W-2 for this portion of the payment. Tax withholdings for wage payments will be deducted from your check amount. The second portion of your settlement will constitute payment for alleged liquidated damages, and will be reported on an IRS Form 1099. You shall be solely responsible for the payment of any local, state, or federal

taxes resulting from, or attributable to, the payments received under this Settlement. If you have any tax-related questions, you should consult a tax preparer.

- C. In order to be able to send you other mailings regarding the Lawsuit, it is important for the Settlement Administrator to have your current address. You should contact the Settlement Administrator to report any change of address after you receive this Notice. Failing to report a change of address may result in you not receiving your share of the money paid under the Settlement.

7. ATTORNEYS' FEES, COSTS, AND SERVICE AWARDS

Class Counsel are asking the Court to award them fees in the amount of \$183,333.33 and reimbursement of their costs in the amount of \$54,455.53. These fees and costs payments will be subject to the Court's approval. ***Please note, these amounts have already been deducted from the total amount of the Settlement and your approximate gross amount listed above will not be subject to any further reductions for attorneys' fees or costs.***

The basis for this request is stated in Plaintiffs' Motion for Preliminary Approval of Settlement and Attorneys' Fees and Costs. If you would like to see that Motion for Preliminary Approval of Settlement and Attorneys' Fees, you may request a copy from the Settlement Administrator.

In addition, the Plaintiffs who filed the Lawsuit and other Correctional Nurses who appeared for depositions seek service awards from the Court in a total amount of \$17,000 (\$5,000.00 for each of the three Named Plaintiffs, and \$1,000.00 each for the two additional Plaintiffs who were deposed) for their service and work helping the attorneys prepare the case for trial. ***Again, these amounts have already been deducted from the total amount of the Settlement and your approximate gross amount listed above will not be subject to any further reductions for service awards.***

8. NO RETALIATION IS PERMITTED

If you are a current employee of Corizon, you will not be retaliated against for joining the Lawsuit. Under federal law, it is illegal for Corizon to terminate your employment, or retaliate against you in any fashion, because you have joined and/or participated in the Lawsuit.

9. APPROVAL OF THE SETTLEMENT

The Settlement is subject to Court approval and satisfaction of all conditions set forth in the Settlement Agreement and Release filed with the Court. Class Counsel and Corizon's counsel will jointly ask the Court to approve the Settlement.

If the Court approves the Settlement, and if all conditions set forth in the Settlement Agreement and Release are satisfied, the Settlement Administrator will issue payments pursuant to the settlement.

If the Court does not approve the proposed Settlement, the case will proceed as if no settlement has been attempted. If the Settlement is not approved, there can be no assurance you will recover the amount provided for in the Settlement, or anything at all.

10. YOUR RIGHTS UNDER THE SETTLEMENT

Because you already opted into this case, you do not need to do anything to be eligible to receive your settlement funds. It is your responsibility to notify the Claims Administrator if your contact information has changed.

11. SCOPE OF RELEASE

In exchange for your settlement payment, you will release all claims arising from the facts alleged in the Lawsuit through March 9, 2022.

12. YOUR RESPONSIBILITIES

It is your responsibility to keep the Settlement Administrator and Class Counsel informed of any change of address. You must act within the time periods set out in this Notice. The time periods will be strictly enforced. Failing to carry out any of these responsibilities could result in you not receiving payment under the Settlement.

13. QUESTIONS REGARDING THIS NOTICE

If you have any questions about this Notice, you can contact the Settlement Administrator, CPT Group, Inc., at 1-888-281-3974 or by emailing your question to corizonhealthsettlement@cptgroup.com.

14. LEGAL COUNSEL

Class Counsel in this matter are as follows:

Gary K. Burger, Jr.
Genavieve Fikes, MO Bar No. 62886
 BURGER LAW FIRM, LLC
 500 North Broadway, Suite 1860
 St. Louis, MO 63102
 Tel: (314) 542-2222
gary@burgerlaw.com
genavieve@burgerlaw.com
<https://burgerlaw.com/>

Eric L. Dirks
Amy R. Jackson
 WILLIAMS DIRKS DAMERON LLC
 1100 Main Street, Suite 2600
 Kansas City, MO 64105
 Phone: (816) 945-7110
dirks@williamsdirks.com
amy@williamsdirks.com
www.williamsdirks.com

Corizon's counsel in this matter are as follows:

Patrick F. Hulla
Darin P. Shreves
 OGLETREE, DEAKINS, NASH, SMOAK &
 STEWART, P.C.
 4520 Main Street, Suite 400
 Kansas City, MO 64111
 Telephone: 816-471-1301
 Facsimile: 816-471-1303
patrick.hulla@ogletreedeakins.com
darin.shreves@ogletree.com

James M. Paul
Mallory S. Zoia
 OGLETREE, DEAKINS, NASH, SMOAK &
 STEWART, P.C.
 7700 Bonhomme Avenue, Suite 650
 St. Louis, MO 63105
 Telephone: 314-802-3935
 Facsimile: 314-802-3960
james.paul@ogletree.com
mallory.zoia@ogletree.com