

**COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND  
HEARING DATE FOR FINAL COURT APPROVAL**

*Augustine, et al. v. United Parcel Service, Inc.*  
**Los Angeles Superior Court Lead Case No. BC636468**

*The Superior Court for the State of California authorized this Notice. Read it carefully!  
It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.*

**You may be eligible to receive money** from an employee class action lawsuit (“Action”) against United Parcel Service, Inc. (“UPS”) for alleged wage and hour violations. The Action was filed by current and former UPS employees Ddilon Cabezas, Desmond Augustine, Daniel Campos, Terry Jackson, Nick James, and Carlos Silva (“Plaintiffs”) and seeks payment of back wages and expense reimbursements to two Classes of employees. **Class I** is all California-based hourly, non-exempt package car delivery drivers, excluding drivers using personal vehicles to deliver packages for UPS, employed by UPS in California other than those employed at the Gardena, Main Street, and Olympic locations, any time from May 22, 2014 to January 25, 2024; **Class II** is all California-based hourly, non-exempt package car delivery drivers, excluding drivers using personal vehicles to deliver packages for UPS, employed by UPS at the Gardena, Main Street, and Olympic locations, any time from October 5, 2012 to January 25, 2024. Plaintiffs also seek penalties under the California Private Attorney General Act (“PAGA”) for two groups of aggrieved employees. **Aggrieved Employee Group I** is all California-based hourly, non-exempt package car delivery drivers, excluding drivers using personal vehicles to deliver packages for UPS, employed by UPS in California other than those employed at the Gardena, Main Street, and Olympic locations, any time from June 4, 2017 to January 25, 2024; and **Aggrieved Employee Group II** is all California-based hourly, non-exempt package car delivery drivers, excluding drivers using personal vehicles to deliver packages for UPS, employed by UPS at the Gardena, Main Street, and Olympic locations at any time from October 5, 2015 to January 25, 2024 (collectively, “Aggrieved Employees”).

In this Notice, several time periods are discussed. “Class Period I” means the period from May 22, 2014 to January 25, 2024. Class Period I applies to Class I. “Class Period II” means the period from October 5, 2012 to January 25, 2024. Class Period II applies to Class II. “PAGA Period I” means the period from June 4, 2017 to January 25, 2024. PAGA Period I applies to Aggrieved Employee Group I. “PAGA Period II” means the period from October 5, 2015 to January 25, 2024. PAGA Period II applies to Aggrieved Employee Group II.

The proposed Settlement has two main parts: (1) a Class Settlement requiring UPS to fund

Individual Class Payments, and (2) a PAGA Settlement requiring UPS to fund Individual PAGA Payments and pay penalties to the California Labor and Workforce Development Agency (“LWDA”).

Based on UPS’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be \$<<estimated\_payment>> (less withholding) and your Individual PAGA Payment is estimated to be \$<<PAGA\_payment>>**. The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to UPS’s records you are not eligible for an Individual PAGA Payment under the Settlement because you didn’t work during PAGA Period I or PAGA Period II.)

The above estimates are based on UPS’s records showing that **you worked <<workweeks>> workweeks** during Class Period I and/or Class Period II and **you worked <<PAGA\_pay\_periods>> pay periods** during PAGA Period I and/or PAGA Period II. If you believe that you worked more workweeks or pay periods during either period, you can submit a challenge by the deadline date. See Section 4 of this Notice.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiffs and Plaintiffs’ attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires UPS to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against UPS.

If you worked for UPS during one of the Class Periods and/or one of the PAGA Periods, you have two basic options under the Settlement:

- (1) **Do Nothing.** You don’t have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and PAGA Period penalty claims against UPS.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment but you will also not release your underlying wage and hour claims, meaning you preserve your right to personally pursue Class Period wage claims against UPS. You cannot opt-out of the PAGA portion of the proposed Settlement; therefore, if you are an Aggrieved Employee, even if you opt-out you will remain eligible for an Individual PAGA Payment and you will give up your right to assert PAGA Period penalty claims against UPS.

**UPS will not retaliate against you for any actions you take with respect to the proposed Settlement.**

## SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

<p><b>You Don't Have to Do Anything to Participate in the Settlement</b></p>	<p>If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against UPS that are covered by this Settlement (Released Claims), as specified in Sections <b>3.9</b> and <b>3.10</b> of this Notice.</p>
<p><b>You Can Opt-out of the Class Settlement but not the PAGA Settlement</b></p> <p><b>The Opt-out Deadline is May 10, 2024</b></p>	<p>If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section <b>6</b> of this Notice.</p> <p>You cannot opt-out of the PAGA portion of the proposed Settlement. UPS must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue claims released pursuant to Section <b>3.10</b> of this Notice.</p>
<p><b>Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement</b></p> <p><b>Written Objections Must be Submitted by is May 10, 2024</b></p>	<p>All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed class Settlement. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiffs who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiffs, but every dollar paid to Class Counsel and Plaintiffs reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiffs if you think they are unreasonable. See Section <b>7</b> of this Notice.</p>
<p><b>You Can Participate in the July 24, 2024 Final Approval Hearing</b></p>	<p>The Court's Final Approval Hearing is scheduled to take place on <b>July 24, 2024 at 10:30 a.m. PST</b>. You don't have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court's virtual appearance platform. Participating Class Members can verbally object to the class Settlement at the Final Approval Hearing. See Section <b>8</b> of this Notice.</p>
<p><b>You Can Challenge the Calculation of Your Workweeks/Pay Periods</b></p> <p><b>Written Challenges Must be Submitted by May 10, 2024</b></p>	<p>The amount of your Individual Class Payment and PAGA Payment (if any) depend on how many Workweeks you worked at least one day during the Class Period and how many Pay Periods you worked at least one day during the PAGA Period, respectively. The number Class Period Workweeks and number of PAGA Period Pay Periods you worked according to UPS's records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by <b>May 10, 2024</b>. See Section <b>4</b> of this Notice.</p>

### 1. WHAT IS THE ACTION ABOUT?

Plaintiffs are current and former UPS employees. The Action accuses UPS of violating California labor laws by failing to pay minimum wages, reimbursable cell phone expenses, and final wages

and failing to provide accurate itemized wage statements. Based on the same claims, Plaintiffs have also asserted claims for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, *et seq.*) (“PAGA”) and a claim under the California Unfair Competition Law for unfair and unlawful business practices, under Business & Professions Code §§ 17200-17208. Plaintiffs are represented by attorneys in the Action: Michael S. Morrison and Erin Lim of Alexander Morrison + Fehr LLP; Michael D. Singer, Isam C. Khoury, and Marta Manus of Cohelan Khoury & Singer; Jonathan M. Lebe of Lebe Law, APC; and Rodney Mesriani of Mesriani Law Group, APLC (“Class Counsel.”)

UPS strongly denies violating any laws or failing to pay any wages and contends it complied with all applicable laws. The Court has made no determination regarding the merits of Plaintiffs’ allegations and has not found UPS to violate any laws.

## **2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?**

As noted above, the Court has made no determination whether UPS or Plaintiffs are correct on the merits. In the meantime, Plaintiffs and UPS hired an experienced, neutral mediator who was a retired judge in an effort to resolve the Action by negotiating to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were ultimately successful. By signing a lengthy written settlement agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiffs and UPS have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, UPS does not admit any violations or concede the merit of any claims.

Plaintiffs and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) UPS has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

## **3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?**

1. UPS Will Pay \$5,150,000 as the Gross Settlement Amount (Gross Settlement). UPS has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Service Payments, Class Counsel’s attorney’s fees and expenses, the Administrator’s expenses, and penalties to be paid to the California Labor and Workforce Development Agency (“LWDA”). Assuming the Court grants Final Approval, UPS will fund the Gross Settlement not more than 45 (forty-five) days after the Judgment entered by the Court becomes final. The Judgment will be final on the date the Court enters Judgment, or a later date if Participating Class Members object to the proposed Settlement or the Judgment is appealed. Under certain circumstances identified in the Settlement Agreement, the Gross Settlement may increase.
2. Court Approved Deductions from Gross Settlement. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from

the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:

- A. Up to \$1,716,666.67 (33 1/3% of the Gross Settlement) to Class Counsel for attorneys' fees and up to \$200,000 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
- B. Up to \$30,000 each as Class Representative Awards to each Plaintiff for filing the Action, working with Class Counsel and representing the Class. A Class Representative Award will be the only monies each Plaintiff will receive other than each Plaintiff's Individual Class Payment and any Individual PAGA Payment.
- C. Up to \$82,000 to the Administrator for services administering the Settlement.
- D. Up to \$200,000 for PAGA Penalties, allocated 75% to the LWDA PAGA Payment and 25% in Individual PAGA Payments to the Aggrieved Employees based on their PAGA Period Pay Periods.

Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

- 3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement (the "Net Settlement") by making Individual Class Payments to Participating Class Members based on their Class Period Workweeks.
- 4. Taxes Owed on Payments to Class Members. Plaintiffs and UPS are asking the Court to approve an allocation of thirty-three and one-third percent (33 1.3%) of each Individual Class Payment to taxable wages ("Wage Portion") and the remaining sixty-six and two-thirds percent (66 2/3%) to interest and penalties (with thirty-three and one-third percent (33 1/3%) allocated to interest and thirty-three and one-third percent (33 1/3%) allocated to penalties) ("Non-Wage Portions."). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. UPS will separately pay employer payroll taxes it owes on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms, as needed.

Although Plaintiffs and UPS have agreed to these allocations, neither side is giving you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any Payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.

- 5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name.

If the monies represented by your check is sent to the Controller's Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.

6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, no later than **May 10, 2024**, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the **May 10, 2024** Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a Class Member's name, present address, telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class Payments, but will preserve their rights to personally pursue wage and hour claims against UPS but not PAGA penalties.

You cannot opt out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Payments and are required to give up their right to assert PAGA claims against UPS based on the PAGA Period facts alleged in the Action.

7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiffs and UPS have agreed that, in either case, the Settlement will be void: UPS will not pay any money and Class Members will not release any claims against UPS.
8. Administrator. The Court has appointed a neutral company, Atticus Administration, LLC (the "Administrator") to send this Notice, calculate and make payments, and process Class Members' Requests for Exclusion. The Administrator will also decide Class Member Challenges over Workweeks and/or Pay Periods, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 9 of this Notice.
9. Participating Class Members' Release. After the Judgment is final and UPS has fully funded the Gross Settlement and separately paid all employer payroll taxes, Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against UPS or related entities for wages based on the Class Period facts and, regardless of the opt out status, for PAGA penalties based on PAGA Period facts, as alleged in the Action and resolved by this Settlement.

The Participating Class Members will be bound by the following release:

All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims during Class Period I and Class Period II that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint. This includes, but is not limited to, claims for statutory, constitutional, contractual or common law claims for wages, damages, unpaid costs or expenses, penalties, liquidated damages, punitive damages, interest, attorneys' fees, litigation costs, restitution, or equitable relief for violations of the California Labor Code,

California Industrial Welfare Commission Wage Orders, and California Business and Professions Code § 17200, *et seq.* for the following categories of allegations, to the fullest extent such claims are releasable by law: all claims for failure to pay minimum wage (including but not limited to on premises time); all claims for the alleged failure to indemnify and/or reimburse employees for any business expenses; all claims for recordkeeping or pay stub violations; all claims for timely payment of wages and associated penalties; and/or all statutory penalties. Except as set forth in Section 3.10 of this Notice, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside Class Periods I and II. The Participating Class Members understand and agree that this release includes a good faith compromise of disputed wage claims.

10. Aggrieved Employees' PAGA Release. After the Court's judgment is final, and UPS has paid the Gross Settlement (and separately paid the employer-side payroll taxes), all Aggrieved Employees will be barred from asserting PAGA claims against UPS, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against UPS or its related entities based on the PAGA Period facts alleged in the Action and resolved by this Settlement. However, as stated in Section 9 above, any Aggrieved Employee who excludes themselves from the Settlement will preserve their underlying wage and hour claims.

The Aggrieved Employees' Releases for Participating and Non-Participating Class Members are as follows:

In consideration of the payment of PAGA Penalties, Plaintiffs, on behalf of the State of California, the LWDA, and the Aggrieved Employees, release and discharge the Released Parties of any and all claims for civil penalties during PAGA Period I and PAGA Period II that were alleged, or that reasonably could have been alleged based on the facts asserted, in the Operative Complaint and/or PAGA Notices, including any and all claims for failure to pay minimum wage (including but not limited to on premises time); all claims for the alleged failure to indemnify and/or reimburse employees for any business expenses; all claims for recordkeeping or pay stub violations; and all claims for timely payment of wages. In addition, all Aggrieved Employees (which includes all Participating Class Members and all Non-Participating Class Members who are Aggrieved Employees) are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties, from all claims for civil penalties during PAGA Period I and PAGA Period II that were alleged, or that reasonably could have been alleged based on the facts asserted in the Operative Complaint and/or the PAGA Notices, including any and all claims for failure to pay minimum wage (including but not limited to on premises time); all claims for the alleged failure to indemnify and/or reimburse employees for any business expenses, all claims for recordkeeping, or pay stub violations; and all claims for timely payment of wages.

#### 4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member.
2. Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$50,000 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Period Pay Periods worked by each individual Aggrieved Employee.
3. Workweek/Pay Period Challenges. The number of Class Workweeks you worked during either Class Period and the number of PAGA Pay Periods you worked during either PAGA Period, as recorded in UPS's records, are stated in the first page of this Notice. You have until **May 10, 2024** to challenge the number of Workweeks and/or Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email or fax. Section 9 of this Notice has the Administrator's contact information.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept UPS's calculation of Workweeks and/or Pay Periods based on UPS's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek and/or Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and UPS's Counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

#### 5. HOW WILL I GET PAID?

1. Participating Class Members. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who doesn't opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment, if any.
2. Non-Participating Class Members. The Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement (i.e., every Non-Participating Class Member).

**Your check will be sent to the same address as this Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 9 of this Notice has the Administrator's contact information.**

#### 6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, identify the Action as *Augustine, et al. v. United Parcel Service, Inc.*, Lead Case No.



BC636468, and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must be sent your request to be excluded by May 10, 2024, or it will be invalid.** Section 9 of the Notice has the Administrator's contact information.

## 7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiffs and UPS are asking the Court to approve. At least 16 court days before the July 24, 2024 Final Approval Hearing, Class Counsel and/or Plaintiffs will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Fees, Litigation Expenses and Service Award stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiffs are requesting as Class Representative Service Awards. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice) will send you copies of these documents at no cost to you. You can also view them on the Administrator's Website [www.AugustineUPSCClassAction.com](http://www.AugustineUPSCClassAction.com) or the Court's website <https://www.lacourt.org/>.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Fees, Litigation Expenses and Service Awards may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiffs are too high or too low. **The deadline for sending written objections to the Administrator is May 10, 2024.** Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action *Augustine, et al. v. United Parcel Service, Inc.*, Lead Case No. BC636468 and include your name, current address, telephone number, and approximate dates of employment for UPS and sign the objection. Section 9 of this Notice has the Administrator's contact information.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. See Section 8 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

## 8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing on July 24, 2024 at 10:30 am in Department 1 of the Los Angeles Superior Court, located at 312 North Spring Street, Los Angeles, CA 90012. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to Class Counsel, Plaintiffs, and the Administrator. The Court will invite comment from objectors, Class Counsel, and Defense Counsel before making a decision. You can attend (or hire a lawyer to attend) either personally or virtually via LACourtConnect (<https://www.lacourt.org/lacc/>). Check the Court's website for the most current information.

It's possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website [www.AugustineUPSCClassAction.com](http://www.AugustineUPSCClassAction.com) beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

## 9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything UPS and Plaintiffs have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment, or any other Settlement documents is to go to the Administrator's website at [www.AugustineUPSCClassAction.com](http://www.AugustineUPSCClassAction.com). You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Superior Court website by going to (<http://www.lacourt.org/casesummary/ui/index.aspx>) and entering the Case Number for the Action, Case No. BC636468. You can also make an appointment to personally review court documents in the Clerk's Office at the Stanley Mosk Courthouse by calling (213) 830-0800.

### **DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.**

#### Class Counsel: Alexander Morrison + Fehr, LLP

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#### Class Counsel: Cohelan Khoury & Singer

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#### Settlement Administrator: Atticus Administration, LLC

Name of Company:	Atticus Administration, LLC
Email Address:	<a href="mailto:AugustineUPSCClassAction@atticusadmin.com">AugustineUPSCClassAction@atticusadmin.com</a>
Mailing Address:	PO Box 64053 Saint Paul, MN 55164
Telephone:	(888) 205-0036

## 10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void you should consult the Unclaimed Property Fund for instructions on how to retrieve the funds.

## 11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.