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Attorneys for Plaintiff

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ALAMEDA**

JACOB GREENWELL, individually, and on
behalf of other members of the general public
similarly situated and on behalf of other
aggrieved employees pursuant to the
California Private Attorneys General Act;

Plaintiff,

vs.

ENVIGO RMS, LLC, a Delaware limited
liability company; and DOES 1 through 100,
inclusive,

Defendants.

Case No. RG21108069

Honorable Victoria Kolakowski
Department 16

CLASS ACTION

**DECLARATION OF BRYN BRIDLEY ON
CLASS NOTICE AND SETTLEMENT
ADMINISTRATION**

Date: September 1, 2026

Time: 2:30 p.m.

Department: 16

Complaint Filed: June 25, 2021

FAC Filed: July 23, 2024

Trial Date: None

Reservation ID: 978896515737

1 I, BRYN BRIDLEY, declare as follows:

2 1. I am the Vice President of Business Development at Atticus Administration, LLC
3 (“Atticus”). I have extensive experience with class action notice and settlement administration services.
4 I am fully familiar with the facts contained herein based upon my personal knowledge and involvement
5 in this Action. I am over twenty-one (21) years of age and am authorized to make this declaration on
6 behalf of Atticus and myself.
7

8 2. Atticus is the Court-appointed Settlement Administrator for this Action and is responsible
9 for carrying out the terms of the *First Amended Joint Stipulation of Class Action and PAGA Settlement*
10 *and Release of Claims* (“Settlement Agreement”) as ordered by the Court in its *Joint Stipulation to Modify*
11 *Order Granting Preliminary Approval of Class Action and PAGA Settlement and Continue the Hearing*
12 *on Plaintiff’s Motion for Final Approval and Related Deadlines; Order* (“Preliminary Approval Order”)
13 filed September 29, 2025.
14

15 3. I submit this declaration to inform the Parties and the Court of the settlement
16 administration activities completed to date. This declaration describes the: (i) dissemination of the *Notice*
17 *of Pending Class Action Settlement and Hearing Date for Court Approval* (“Class Notice”), (ii) toll-free
18 number, (iii) Requests for Exclusion, Notices of Objection, and Compensable Workweeks Disputes
19 received, (iv) estimated award calculations, and (v) Settlement Administrator Costs.
20
21

22 **I. CLASS NOTICE**

23 4. On November 13, 2025, Atticus received two (2) data files from Defendant. One (1) data
24 file contained the full name, address, Social Security Number, and the number of Compensable
25 Workweeks (“Class List”) worked by 218 current and former hourly-paid or non-exempt employees who
26 worked for Defendant (including any entities that merged with Defendant) within the State of California
27 at any time from June 25, 2017, through August 31, 2023 (“Class Period”) (“Settlement Class Members”)
28

1 and/or the full name, address, Social Security Number, and the number of Compensable Pay Periods
2 (“PAGA Employee List”) worked by all persons who were employed by Defendant (including any
3 entities that merged with Defendant) in California as hourly paid or non-exempt employees at any time
4 from October 7, 2019, through August 31, 2023 (“PAGA Period”) (“PAGA Employees”). The other data
5 file contained the name, address, and Social Security Number (“FCRA Class List”) of 4,098 current and
6 former employees and prospective applicants for employment in the United States who applied for a job
7 with Defendant on whom a background check was performed at any time from June 25, 2016, through
8 August 31, 2023 (“FCRA Class Period”) (“FCRA Class Members”). Collectively, the two (2) data files
9 comprised the “Class Member List” and contained 4,316 employee records.
10
11

12 5. Atticus reviewed the Class Member List and worked with Defense Counsel to finalize the
13 contents for mailing. Ultimately, 173 duplicate records were merged, and the final Class Member List
14 contained 4,143 unique Class Members, of which, 48 were Settlement Class Members and PAGA
15 Employees, 3,925 were FCRA Class Members, and 170 were Settlement Class Members, FCRA Class
16 Members, and PAGA Employees.
17

18 6. During its analysis of the Class Member List, Atticus confirmed that the Escalator Clause
19 contemplated by Paragraph 94 of the Agreement was not triggered. The Escalator Clause is triggered
20 only if the Compensable Workweeks exceeds 19,388. The total number of Compensable Workweeks
21 during the relevant period was 19,088, which does not exceed the Escalator Clause.
22

23 7. Atticus also identified and brought to the attention of the Parties the fact that 1,134 FCRA
24 Class Member records did not include sufficient mailing address information to distribute notice. These
25 1,134 records were sent to a professional address tracing service wherein addresses were obtained for
26 557 of the incomplete records. Addresses were not obtained for the remaining 577 records and Class
27 Notices were not mailed to those 577 individuals.
28

1 8. Prior to mailing the Class Notices, the Class Member List was processed through the
2 National Change of Address database maintained by the United States Postal Service (“USPS”). This
3 process provides address changes for anyone who has filed a change of address form with the USPS in
4 the past four (4) years to ensure accurate mail delivery.

5
6 9. On November 26, 2025, Class Notices were sent by U.S. First Class mail to 3,566 Class
7 Members (i.e., Settlement Class Members and FCRA Class Members referred to together regardless of
8 whether persons are members of one or both of the defined classes) for whom mailing addresses were
9 received and/or obtained. In accordance with § I. ¶ 33. of the Settlement Agreement, Class Members were
10 sent one (1) of the three (3) versions of the Class Notice according to their status as Settlement Class
11 Members, FCRA Class Members, and/or PAGA Employees. The Class Notices provided Class Members
12 with an overview of the Settlement, their options and the deadlines to exercise them, payment details, the
13 date and time of the final fairness hearing, and Atticus’ contact information. Class Notices were
14 customized to include estimated Individual Settlement Payments and the number of Compensable
15 Workweeks worked during the Class Period for Settlement Class Members, estimated Individual FCRA
16 Settlement Payments for FCRA Class Members, and estimated Individual PAGA Settlement Payments
17 and the number of Compensable Pay Periods worked during the PAGA Period for PAGA Employees.
18 True and correct copies of the three (3) versions of the Class Notice are attached hereto as **Exhibit A**.

19
20
21
22 10. Of the 3,566 Class Notices mailed, 613 were returned to Atticus as undeliverable. Seven
23 (7) of the undeliverable records included forwarding address information and the notices were promptly
24 remailed. Five-hundred eighty (580) of the remaining 606 undeliverable records were sent to a
25 professional service for address tracing. This process returned 451 new addresses and Class Notices were
26 promptly remailed – 60 of which were returned to Atticus a second time. New addresses were not
27 obtained for the other 129 records sent to trace. Twenty-six (26) undeliverable records were not traced
28

1 because they were returned to Atticus after January 10, 2026 (the “Response Deadline”). Class Members
2 who receive a re-mailed Class Notice had their Response Deadline extended by the longer of fourteen
3 (14) calendar days from the date of re-mailing (i.e., January 24, 2026) or the remaining original Response
4 Deadline period (the “Extended Response Deadline”). Thus, 3,351 or 93.97% of Class Notices mailed
5 were successfully sent, and 80.89% of Class Members overall received notice by mail.
6

7 **II. TOLL-FREE NUMBER**

8 11. At the time of Class Notice mailing, Atticus activated the toll-free number 1-800-659-
9 1109 as the Settlement information line for this Action. The toll-free number was included in the Class
10 Notice so Class Members could get additional information and answers to their questions about the
11 Settlement. Individuals who contact the toll-free number during Atticus’ normal business hours are
12 connected with live customer service specialists. After hours, or any time live customer service specialists
13 are unavailable, callers have the option to leave a voicemail message and receive a callback. The toll-free
14 number has remained operational since activation, remains accessible at this time, and has received 149
15 calls to date.
16
17

18 **III. EXCLUSIONS, OBJECTIONS, AND DISPUTES RECEIVED**

19 12. Class Members and/or FCRA Class Members who did not want to participate in the Class
20 Settlement and/or FCRA Class Settlement had until the Response Deadline or the Extended Response
21 Deadline, if applicable, to submit a Request for Exclusion in writing, in compliance with the requirements
22 outlined in the Class Notice, and postmarked for delivery to Atticus on or before the Response Deadline
23 or the Extended Response Deadline, if applicable. Atticus did not receive any Requests for Exclusion.
24
25

26 13. Class Members and/or FCRA Class Members who wished to object to the Class
27 Settlement and/or FCRA Class Settlement, in whole or in part, had the option to submit a Notice of
28 Objection in writing, in compliance with the requirements outlined in the Class Notice, and postmarked

1 for delivery to Atticus on or before the Response Deadline or the Extended Response Deadline, if
2 applicable. Atticus did not receive any mailed Notices of Objection. Class Members and FCRA Class
3 Members may also present objections orally at the Final Approval Hearing if they choose.

4 14. Settlement Class Members who wished to challenge the number of Compensable
5 Workweeks provided their Class Notice had until the Response Deadline or the Extended Response
6 Deadline, if applicable, to submit a Compensable Workweeks Dispute in writing, in compliance with the
7 requirements outlined in the Class Notice, and postmarked for delivery to Atticus on or before the
8 Response Deadline or the Extended Response Deadline, if applicable. Atticus did not receive any
9 Compensable Workweeks Disputes.
10
11

12 **IV. ESTIMATED AWARD CALCULATIONS**

13 15. To determine the Net Settlement Amount used to calculate the estimated awards included
14 in the Class Notices, Atticus reduced the \$795,000.00 Gross Settlement Amount by the amounts
15 contemplated by the Settlement Agreement for the Class Representative Enhancement Award
16 (\$10,000.00), Class Counsel Fees (\$278,250.00), Class Counsel Costs (\$25,655.70), FCRA Settlement
17 Amount (\$100,000.00), PAGA Settlement Amount (\$100,000.00), and Atticus' actual Settlement
18 Administration Costs (\$30,000.00) to establish the \$251,094.30 anticipated Net Settlement Amount used
19 to calculate estimated Individual Settlement Payments.
20
21

22 16. Estimated Individual Settlement Payments were calculated in accordance with § III. ¶ 82.
23 of the Settlement Agreement assuming 100% Class participation. The Net Settlement Amount was
24 divided by the total number of Compensable Workweeks worked by all Participating Settlement Class
25 Members to establish the estimated value of a single workweek ("Compensable Workweek Value"). The
26 estimated workweek value was then multiplied by each Settlement Class Member's individual
27
28

1 Compensable Workweeks to determine their estimated Individual Settlement Payment amount. Estimated
2 payments ranged from \$13.15 to \$4,222.61 with an average award of \$1,151.81.

3 17. Atticus calculated the estimated Individual FCRA Settlement Payments pursuant to § III.
4 ¶ 84. of the Settlement Agreement. Assuming 100% class participation, the FCRA Settlement Amount
5 was divided by the total number of FCRA Class Members included in the Settlement to determine that
6 the estimated prorated payment amount owed to each FCRA Class Member was \$24.42.

8 18. Atticus calculated the Individual PAGA Settlement Payments based on § III. ¶ 85. of the
9 Settlement Agreement. Each PAGA Employee was allocated a prorated share of the PAGA Employee
10 Amount based on the total number of Compensable Pay Periods worked during the PAGA Period relative
11 to the total number of Compensable Pay Periods worked by all PAGA Employees in the same time frame.
12 The PAGA Settlement Amount was divided by the total number of Compensable Pay Periods worked by
13 all PAGA Employees to establish the value of each pay period (“PAGA Compensable Pay Period Value”).
14 Then, each PAGA Employee’s individual Compensable Pay Periods were multiplied by the PAGA
15 Compensable Pay Period Value to yield their Individual PAGA Settlement Payment amount. Individual
16 PAGA Settlement Payments ranged from \$4.14 to \$417.91 with an average award of \$179.86.

19 19. Upon the Court’s Final Approval, Atticus will calculate the actual Individual Settlement
20 Payment amounts owed to Participating Class Members, the Individual FCRA Settlement Payment
21 amounts owed to Participating FCRA Class Members, and the Individual PAGA Settlement Payment
22 amounts owed to PAGA Employees, in the manner described above, taking the Court-approved awards
23 for the Class Representative Enhancement Award, Class Counsel Fees, Class Counsel Costs, FRCA
24 Settlement Amount, and PAGA Settlement Amount, into consideration.

27 20. Class Counsel informed Atticus that its actual Class Counsel Costs are \$25,655.70, which
28 is \$4,344.30 less than contemplated by the Settlement Agreement and the estimated Individual Settlement

1 Payment calculations included in the Class Notices sent to Settlement Class Members. This increases the
2 Net Settlement Amount by \$4,344.30, to \$251,094.30 for payments to Participating Settlement Class
3 Members. Assuming there are no other differences in the gross-to-net amount determination described
4 herein the increased Net Settlement Amount will result in Individual Settlement Payments ranging from
5 \$13.15 to \$4,222.61, with an average award of \$1,151.81.
6

7 21. To date, there are 218 Participating Settlement Class Members who will be paid their
8 portion of the Net Settlement Amount, 4,085 Participating FCRA Class Members who will be paid their
9 portion of the FCRA Settlement Amount, and 139 PAGA Employees who will be paid their proportion of
10 the PAGA Employee Amount.
11

12 **V. SETTLEMENT ADMINISTRATOR COSTS**

13 22. Atticus agreed to complete the administrative responsibilities associated with this action
14 for \$30,000.00. The costs incurred and to be incurred include, but are not limited to, processing and
15 mailing payments to Plaintiff, Class Counsel, Participating Class Members, Participating FCRA Class
16 Members, and PAGA Employees; printing, and mailing Class Notices and tax forms to the Participating
17 Class Members, Participating FCRA Class Members, and PAGA Employees as directed by the Court;
18 receiving and reporting the Requests for Exclusion, Notices of Objection, and Compensable Workweeks
19 Disputes; providing declaration(s) as necessary in support of preliminary and/or final approval of this
20 Settlement; and other tasks as the Parties mutually agree or the Court orders Atticus to perform.
21
22

23
24 **I declare under penalty of perjury pursuant to the laws of the State of California and the**
25 **United States of America that the foregoing is true and correct and executed on the 23rd day of**
26 **February 2026, in St. Paul, Minnesota.**
27
28

A handwritten signature in black ink, appearing to read "Bryn Bradley", is written over a faint, circular, scribbled background.

EXHIBIT A

GREENWELL V ENVIGO RMS, LLC
C/O ATTICUS ADMINISTRATION
PO BOX 64053
SAINT PAUL MN 55164

«claimant_id» - «SEQ_ID»



«barcode_text»

«claimant_id» - «SEQ_ID»

Notice ID: «Seconday_ID»

«FULL_NAME»

«address1» «address2»

«city» «state» «zip»

NOTICE OF PENDING CLASS ACTION SETTLEMENT AND HEARING DATE FOR COURT
APPROVAL

**In the Matter of
Greenwell v. Envigo RMS, LLC
Alameda County Superior Court, Case No. RG21108069**

*A court authorized this Notice. This is not a solicitation.
This is not a lawsuit against you, and you are not being sued.
However, your legal rights are affected by whether you act or don't act.*

**IMPORTANT: YOU MAY BE ENTITLED TO MONEY IF THE COURT APPROVES THE
SETTLEMENT DESCRIBED IN THIS NOTICE**

**NOTICE OF PENDING CLASS ACTION, PROPOSED SETTLEMENT,
YOUR RIGHTS AND OPTIONS FOR YOU TO CONSIDER**

A settlement has been reached between the parties in a class action lawsuit filed in the Alameda Superior Court. The Class consists of: (1) All current and former non-exempt employees of Envigo RMS, LLC (including any entities that merged with Envigo) within the State of California at any time during the period beginning June 25, 2017 through August 31, 2023 ("Class Period") ("Settlement Class Members"); and (2) all of Envigo's (including any entities that merged with Envigo) current and former employees and prospective applicants for employment in the United States who applied for a job with Envigo on whom a background check was performed during the period from June 25, 2016 through August 31, 2023 ("FCRA Class Period") ("FCRA Class Members"), referred to together regardless of whether persons are members of one or both of the defined classes ("Class Members").

You have received this Notice because Envigo RMS, LLC's ("Envigo") records indicate that you worked as an employee in an hourly-paid or non-exempt position in California during the Class Period. This Notice is to advise you of how you can participate, object, or request to be excluded from the Class Settlement.

PLEASE READ THIS NOTICE CAREFULLY

I. WHAT IS THE PURPOSE OF THIS NOTICE?

This Notice is to let you know that there is a class action pending in the Alameda Superior Court, that you may be a member of the Class for the lawsuit, AND THAT YOU MAY BE ENTITLED TO A PAYMENT AS PART OF THE CLASS SETTLEMENT OF THIS LAWSUIT.

This Notice advises you of the benefits that may be available to you under the proposed Settlement and your rights and options as a Settlement Class Member and notifies you that court hearings will be held to approve the Settlement.

II. WHAT IS THE LAWSUIT ABOUT?

On June 25, 2021, Plaintiff Jacob Greenwell, on behalf of himself, all others similarly situated, and other alleged aggrieved employees, filed a Class Action Complaint for Damages, and subsequently a First Amended Complaint (the "Operative Complaint") and a Complaint for Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, Et Seq., entitled "Jacob Greenwell v. Envigo RMS, LLC" Case No. RG21108069 (Alameda Superior Court) (the "Action").

This Action alleged various claims including claims for (1) Failure to Pay Overtime Wages (Labor Code sections 510 and 1198); (2) Failure to Provide Meal Periods and Associated Premiums (Labor Code sections 226.7 and 512(a)); (3) Failure to Provide Rest Breaks and Associated Premiums (Labor Code section 226.7); (4) Failure to Pay Minimum Wages (Labor Code sections 1194, 1197, and 1197.1); (5) Failure to Timely Pay Wages at Termination/Resignation (Labor Code sections 201 and 202); (6) Failure to Provide Complaint Wage Statements (Labor Code section 226(a)); (7) Failure to Reimburse Business Expenses (Labor Code sections 2800 and 2802); (8) Violation of California Business and Professions Code (Labor Code section 17200); (9) Violation of the Fair Credit Reporting Act (United States Code section 1681); and (10) Violation of California Labor Code Private Attorneys General Act of 2004 (Labor Code section 2698). Envigo denies the allegations in the Action, denies all

liability and contends that Plaintiff's claims do not have merit and do not meet the requirements for class certification.

After years of litigation, the Plaintiff and Envigo entered into a Joint Stipulation of Class Action and PAGA Settlement and Release of Claims (the "Settlement Agreement") that resolves the claims on behalf of the persons in the Class.

On September 29, 2025 the Court entered an order preliminarily approving the Settlement. The Court has appointed Atticus Administration, LLC as the administrator of the Settlement ("Settlement Administrator"), named Plaintiff Jacob Greenwell as a representative of the Class ("Class Representative"), and counsel for Plaintiff, Lawyers *for* Justice, PC, as counsel for the Class ("Class Counsel").

Considering the risks, uncertainties, inconvenience, and expense associated with this Action, the parties have concluded that it is in the best interests of the parties and the Class Members to settle the Action on the terms summarized in this Notice.

Counsel for the Plaintiff has determined that the Settlement is fair, reasonable, and adequate and is in the best interests of the members of the Class, subject to a final fairness hearing discussed below. The Settlement is not an admission of liability on the part of Envigo. The Court has not ruled on the merits of Plaintiff's claims or Envigo's defenses.

Envigo will not fire, punish, retaliate, or otherwise discriminate against any current or former employee because he or she chooses to participate in the Settlement, chooses not to participate, or objects to the Settlement.

If you are a Settlement Class Member, you need not take any action to receive an Individual Settlement Payment, but you have the opportunity to request exclusion from the Class Settlement (in which case you will not receive an Individual Settlement Payment), object to the Class Settlement, and/or dispute the workweeks credited to you, if you so choose, as explained more fully in Section XI below.

III. WHERE DO I GET ADDITIONAL INFORMATION?

The information contained in this Notice is only a summary of the litigation and the basic terms of the Settlement. For the precise terms and conditions of the Settlement, you should consult the detailed Settlement Agreement and Preliminary Approval Order thereon, which are available at the Settlement Administrator's website at www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC and are also on file with the Office of the Clerk of the Alameda Superior Court, Administration Building, 1221 Oak St, Oakland, California 94612. The pleadings and other records in this litigation may also be examined during regular business hours at the same location.

IV. WHY DID I GET THIS NOTICE?

You received this Notice because Envigo's records identify you as a member of the Settlement Class.

V. WHO ARE THE PARTIES IN THIS CLASS ACTION?

The Plaintiff and Class Representative is Jacob Greenwell, who used to work as an employee at Envigo in California. The Class Representative is pursuing the Action on behalf of all other similarly situated current and former hourly -paid or non-exempt employees who worked at Envigo in California during the Class Period. The Defendant is Envigo RMS, LLC.

VI. WHO ARE THE ATTORNEYS FOR THE PARTIES?

Attorneys for Plaintiff and the Class

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Joanna Ghosh (SBN 272479)
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VII. HOW MUCH WILL CLASS COUNSEL BE PAID?

Class Counsel will seek attorneys' fees in an amount not to exceed 35% of the Gross Settlement Amount (i.e., \$278,250.00) and reimbursement of litigation costs and expenses, in an amount not to exceed \$30,000.00), subject to approval by the Court. All attorneys' fees, costs, and expenses awarded by the Court will be paid from the Gross Settlement Amount. Class Counsel has been prosecuting the Action on behalf of the named Plaintiff and Class Members on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

VIII. WHAT IS THE PROPOSED SETTLEMENT?

The parties have agreed to the Settlement generally described below:

Without admitting any wrongdoing, Envigo has agreed to pay **\$795,000.00** (the "Gross Settlement Amount") to resolve the Action, which amount will be fully funded by Envigo and includes: (i) Net Settlement Amount (or payments to the Settlement Class Members who do not opt out); (ii) reasonable Settlement Administrator Costs not to exceed **\$30,000.00**, to be approved by the Court; (iii) payment of attorneys' fees not to exceed **\$278,250.00** and reasonable litigation costs and expenses not to exceed **\$30,000.00** (together "Class Counsel Award"), each to be approved by the Court; (iv) **\$100,00.00** allocated to PAGA penalties ("PAGA Settlement Amount"), of which 75% or \$75,000.00 will be paid to the California Labor & Workforce Development Agency and 25% or \$25,000.00 will be distributed to PAGA Employees, to be approved by the Court; (v) enhancement award to the Class Representative in an amount not to exceed **\$10,000.00** ("Class Representative Enhancement Award"), to be approved by the Court; and (vi) FCRA Settlement Amount of **\$100,000.00** to FCRA Class Members who do not opt out, to be approved by the Court.

The Net Settlement Amount (subpart (i) above) shall be the amount remaining after deduction of the amounts approved by the Court for Settlement Administrator Costs, Class Counsel Award, PAGA Settlement Amount, FCRA Settlement Amount, and the Class Representative Enhancement Award (as set forth in subparts (ii) — (vi) above). After the deduction of these amounts, the Net Settlement Amount is estimated to be approximately **\$246,750.00**.

Envigo will pay money into an account administered by the Settlement Administrator on a quarterly basis beginning after the Settlement becomes final. Envigo will have a total of one year from the date of the Final Approval Hearing, March 17, 2026, to meet its payment obligations, assuming there are no objections to the Settlement. The foregoing and following is a summary of the Settlement provisions. The specific and complete terms of the proposed settlement are stated in the Settlement Agreement, a copy of which is available at the Settlement Administrator's website at www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC and has also been filed with the Clerk of the Court.

Individual Settlement Payment to Participating Settlement Class Members:

Each member of the Settlement Class who does not opt out of the Class Settlement as described in Section XI below ("Participating Settlement Class Member") will receive an Individual Settlement Payment from the Net Settlement Amount. **Your Individual Settlement Payment will depend upon the number of workweeks you worked at Envigo during the Class Period. The average Individual Settlement Payment is anticipated to be «IndvClassEstimatedPayment». This is just an estimate of the average payment to Settlement Class Members.** Your payment could be higher or lower depending on various factors including the number of Settlement Class Members who choose to opt out and the number of workweeks you worked at Envigo.

The calculation of Individual Settlement Payments is based on data provided by Envigo. Envigo's records will be determinative with respect to the number of workweeks Settlement Class Members worked.

Each member of the Settlement Class will receive their Individual Settlement Payments in two equal installments, the first of which will be issued within a week of Envigo making its second quarterly Settlement Payment and the second of which will be issued within a week of Envigo making its third quarterly Settlement Payment.

Individual PAGA Settlement Payment to PAGA Employees:

Twenty-five percent (25%) of the PAGA Settlement Amount, i.e. \$25,000.00 (the "PAGA Employee Amount") will be distributed to all persons who were employed by Envigo (including any entities that merged with Envigo) in California as hourly paid or non-exempt employees at any time during the period October 7, 2019 through

August 31, 2023 (“PAGA Period”) on a pro rata basis based on the total number of pay periods worked by each current and former hourly-paid or non-exempt employee of Envigo in California during the PAGA Period (“PAGA Employee”).

The Individual PAGA Settlement Payment shall be issued within one week of Envigo making its first quarterly Settlement payment.

Your Workweeks Based on Envigo’s Records:

According to Envigo’s records:

From June 25, 2017 through August 31, 2023 (i.e., Class Period), you were employed by Envigo as an hourly-paid or non-exempt employee in California for «Workweeks» Compensable Work Weeks.

From October 7, 2019 through August 31, 2023 (i.e., PAGA Period), you were employed by Envigo as an hourly-paid or non-exempt employee in California for «PAGA_Periods» Compensable Pay Periods.

If you wish to dispute the workweeks credited to you, you must submit your dispute in writing to the Settlement Administrator. The written dispute must: (1) contain the case name and number of the Action; (2) contain your full name, signature, address, telephone number, and last four digits of your Social Security number; (3) clearly state that you dispute the number of Compensable Workweeks credited to you, and what you contend is the correct number to be credited to you; (4) attach any documentation that you have to support the dispute; and (5) be submitted by mail to the Settlement Administrator at the specified address, postmarked on or before January 10, 2026.

Your Estimated Individual Settlement Payment and Individual PAGA Settlement Payment is as follows:

Payments will be made to Settlement Class Members and PAGA Employees pursuant to the Court-approved plan of distribution as described in the Settlement, based on the number of Compensable Workweeks worked by each Settlement Class Member during the Class Period and based on the number of Compensable Pay Periods worked by each PAGA Employee during the PAGA Period.

Under the terms of the Settlement, your Individual Settlement Payment is estimated to be «IndvClassEstimatedPayment». The Individual Settlement Payment is subject to reduction for the employee’s share of taxes and withholdings with respect to the wages portion of Individual Settlement Payment and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Under the terms of the Settlement, your Individual PAGA Settlement Payment is estimated to be «IndvPAGAEstimatedPayment» and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Your Individual Settlement Payment and Individual PAGA Settlement Payment (if applicable) reflected in this Notice are only estimates. Your actual Individual Settlement Payment and Individual PAGA Settlement Payment (if applicable) may be higher or lower.

Once the Settlement checks are mailed, Settlement Class Members and PAGA Employees will have one hundred and eighty (180) days to cash their Settlement checks. Any checks which remain uncashed after that date shall be canceled. All funds associated with such canceled checks will be distributed to the *cy pres* beneficiary, Court Appointed Special Advocates (“CASA”) of Alameda County. None of the parties or attorneys make any representations concerning the tax consequences of this Settlement or your participation in it. Class Members should consult with their own tax advisors concerning the tax consequences of the Settlement. Class Counsel is unable to offer advice concerning the state or federal tax consequences of payments to any Class Member.

IX. RELEASE OF CLAIMS.

Upon the Court’s final approval of the Settlement and upon Envigo making full payment of the Settlement funds (as described in the Settlement Agreement), all Participating Settlement Class Members, Participating FCRA Class Members, and PAGA Employees shall fully and irrevocably release, acquit, and forever discharge all of the Released Parties of and from the Released Class Claims, Released FCRA Class Claims, and Released PAGA Claims. In other words, you will be releasing those claims if you do not request to be excluded (i.e. opt out) from the Settlement.

“Released Class Claims” means all claims and theories that were alleged in the Complaints filed in the Action, or that reasonably could have been alleged, and which arose during the Class Period of June 25, 2017 through August 31, 2023. These claims include (but may not be limited to) the following:

- Failure to pay all wages due, including minimum wages, straight time, overtime, and double wages (California Labor Code §§ 510, 1194, 1197, 1197.1, 1198);
- Failure to provide proper meal periods, and to properly provide premium pay in lieu of providing proper meal periods (California Labor Code §§ 226.7, 512, and the applicable Wage Order);
- Failure to provide proper rest periods, and to properly provide premium pay in lieu of providing proper rest periods (California Labor Code § 226.7 and the applicable Wage Order);
- Failure to pay all wages timely at the time of termination of employment and/or during employment (California Labor Code §§ 201-204);
- Failure to provide timely, complete, accurate or properly formatted wage statements and employment records (California Labor Code §§ 226, 1174, 1174.5 et seq.);
- Failure to keep requisite payroll records (California Labor Code Labor Code §§ 1174, 1174.5);
- Failure to reimburse employees for necessary business expenses they incurred (California Labor Code §§ 2800, 2802);
- Unfair Business Practices (California Business & Professions Code §§ 17200 et seq.) that are based on the same facts, claims, or legal theories described above;
- All damages, penalties, interest, and other amounts recoverable under the same facts, claims, or legal theories described above;
- Any claims seeking injunctive relief, declaratory relief, restitution, fraudulent business practices or punitive damages that are based on the same facts, claims, or legal theories described above
- or similar facts concerning the Plaintiff or the Settlement Class; and
- All other claims under California common law, the California Labor Code (excluding PAGA which is encompassed by the Released PAGA Claims below), the Fair Labor Standards Act, California Industrial Welfare Commission Wage Orders, and the California Business and Professions Code based on the same or similar facts concerning the Plaintiff or the Settlement Class.

“Released PAGA Claims” means all claims and theories that were alleged in the Complaints in the Actions or in the PAGA letters sent to the LWDA by Plaintiff, or reasonably could have been alleged, which arose during the PAGA Period of October 7, 2019 through August 31, 2023. This includes (but may not be limited to) civil penalties under PAGA for Defendant’s alleged failure to:

- Pay all wages due, including minimum wages, straight time, overtime or double time;
- Provide proper meal periods, and to properly provide premium pay in lieu of providing proper meal periods;
- Provide proper rest periods, and to properly provide premium pay in lieu of providing proper rest periods;
- Pay all wages timely at the time of termination of employment and/or during employment;
- Provide timely, complete, accurate, or properly formatted wage statements and employment records;
- Keep requisite payroll records; and
- Reimburse employees for necessary business expenses they incurred

PAGA Employees may not opt out of or object to such a release of PAGA Claims.

“Released Parties” means Defendant, and any of its past, present and future direct or indirect (a) parents (including, without limitation, Inotiv, Inc.), (b) subsidiaries, (c) predecessors (including, without limitation Envigo RMS, Inc.), (d) successors, and (e) affiliates, as well as each of their past, present, and/or future, direct and/or indirect, officers, directors, members, managers, agents, representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, and joint venturers.

X. WHEN IS THE FINAL FAIRNESS HEARING?

A final hearing will be held before the Honorable Victoria Kolakowski on March 17, 2026, at 2:30 p.m., to determine whether the proposed Settlement is fair, reasonable and adequate and should be finally approved by the Court. The hearing will take place in Department 16 of the Alameda Superior Court, Administration Building, 1221 Oak Street, Oakland, California 94612. **You are not required to attend the hearing in order to participate in the Settlement.** If the Court finally approves the Settlement as fair, reasonable and adequate, a Final Judgment will be posted on the Settlement Administrator’s website at www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC.

XI. WHAT ARE MY RIGHTS WITH REGARD TO THIS MATTER?

If you fit the description of a Settlement Class Member as set forth in this Notice, you have three options. Each option has its own consequences, which you should understand before making your decision. Your rights regarding each option, and the procedure you must follow to select each option, follow.

A. Option One: Do Nothing, Release Your Claims as Stated Above and Receive an Individual Settlement Payment.

Class Counsel, appointed and approved by the Court for Settlement purposes only, will represent your interests. You will receive a Settlement Payment from the Net Settlement Amount and from the PAGA Settlement Amount after the Settlement has been finally approved by the Court. The judgment will bind all Class Members who do not request exclusion (Option Two below). Any Class Member who does not request exclusion may, if the Class Member so desires, enter an appearance through his or her own lawyer.

B. Option Two: You Can Exclude Yourself from the Class Settlement.

If you do not wish to participate in or be bound by the Class Settlement, you must submit a written statement requesting to be excluded from the Settlement Class postmarked no later than January 10, 2026 ("Request for Exclusion"). Such a written Request for Exclusion must: (1) contain the case name and number of the Action; (2) contain your full name, signature, address, telephone number, and last four digits of your Social Security number; (3) contain a simple statement electing to be excluded from the Class Settlement; and (4) be submitted by mail to the Settlement Administrator at the specified address, postmarked on or before January 10, 2026.

If you request exclusion, you will not receive any money from the Net Settlement Amount related to the Class Settlement, nor will you be considered to have released your non-PAGA claims alleged in this Action.

If you request exclusion from the Settlement, you may not pursue any recovery under the Settlement. You may, however, pursue other remedies separate and apart from the Settlement that may be available to you.

If you exclude yourself from the Class Settlement, you will still receive your share of the PAGA Settlement Amount and will still release your Released PAGA Claims.

C. Option Three: You May Object to the Settlement.

If you are a Settlement Class Member, and you do not exclude yourself from the Settlement Class, you may object to the Class Settlement before final approval of the Settlement by the Court. To object, you may either submit a written objection postmarked no later than January 10, 2026, or appear at the Final Approval Hearing to present your objection orally to the Court, regardless of whether you have submitted a written objection. If you choose to object to the Class Settlement, you can either represent yourself or have your own attorney (that you hire and pay for yourself) appear on your behalf.

If you wish to object to the Settlement in writing, you may send to the Settlement Administrator a written statement which: (1) contains the case name and number of the Action; (2) contains your full name, signature, address, telephone number, and last four digits of your Social Security number; (3) contains a written statement of all grounds for the objection accompanied by any legal support for such objection; (4) contains copies of any papers, briefs, or other documents upon which the objection is based; and (5) be submitted by mail to the Settlement Administrator at the specified address, postmarked on or before January 10, 2026.

XII. WHO CAN I CONTACT IF I HAVE FURTHER QUESTIONS?

The court-appointed Administrator for this Settlement is as follows:

Jacob Greenwell v. Envigo RMS, LLC Class Settlement
Atticus Administration
PO Box 64053
Saint Paul, MN 55164
www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC

If you have questions, you may call the Settlement Administrator, toll free at 1-800-659-1109. Ask about the *Jacob Greenwell v. Envigo RMS, LLC* Class Settlement. You may also call or e-mail the attorneys for Plaintiff which are listed in Section VI above. **PLEASE DO NOT CALL THE COURT OR ENVIGO.**

XIII. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers which are on file with the Court.

You may view the Settlement Agreement, pleadings, and other court records in the Action online by visiting the Alameda County Superior Court's website, known as "eCourt Public Portal," at <https://eportal.alameda.courts.ca.gov/>.

After arriving at the website, click the "Searches" tab at the top of the page, then select the Document Downloads link, enter the case number and click "Submit." Images of every document filed in the case may be viewed at a minimal charge.

You may also view images of every document filed in the case free of charge by using one of the computer terminal kiosks available at each court location that has a facility for civil filings.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.



<<barcode text>>

<<Claimant ID>> <<SEQ ID>>

Notice ID: <<secondary ID>>

<<FIRST NAME>> <<LAST NAME>>

<<ADDRESS>> <<ADDRESS 2>>

<<CITY>> <<STATE>> <<ZIP>>

NOTICE OF PENDING CLASS ACTION SETTLEMENT AND HEARING DATE FOR COURT
APPROVAL

In the Matter of
Greenwell v. Envigo RMS, LLC
Alameda County Superior Court, Case No. RG21108069

A court authorized this Notice. This is not a solicitation.
This is not a lawsuit against you, and you are not being sued.
However, your legal rights are affected by whether you act or don't act.

**IMPORTANT: YOU MAY BE ENTITLED TO MONEY IF THE COURT APPROVES THE
SETTLEMENT DESCRIBED IN THIS NOTICE**

NOTICE OF PENDING CLASS ACTION, PROPOSED SETTLEMENT,
YOUR RIGHTS AND OPTIONS FOR YOU TO CONSIDER

A settlement has been reached between the parties in a class action lawsuit filed in the Alameda Superior Court. The Class consists of: (1) All current and former non-exempt employees of Envigo RMS, LLC (including any entities that merged with Envigo) within the State of California at any time during the period beginning June 25, 2017 through August 31, 2023 ("Class Period") ("Settlement Class Members"); and (2) all of Envigo's (including any entities that merged with Envigo) current and former employees and prospective applicants for employment in the United States who applied for a job with Envigo on whom a background check was performed during the period from June 25, 2016 through August 31, 2023 ("FCRA Class Period") ("FCRA Class Members"), referred to together regardless of whether persons are members of one or both of the defined classes ("Class Members").

You have received this Notice because Envigo RMS, LLC's ("Envigo") records indicate that you worked as an employee and/or applied for employment and background check was performed during the FCRA Class Period. This Notice is to advise you of how you can participate, object, or request to be excluded from the FCRA Class Settlement.

PLEASE READ THIS NOTICE CAREFULLY

I. WHAT IS THE PURPOSE OF THIS NOTICE?

This Notice is to let you know that there is a class action pending in the Alameda Superior Court, that you may be a member of the Class for the lawsuit, AND THAT YOU MAY BE ENTITLED TO A PAYMENT AS PART OF THE CLASS SETTLEMENT OF THIS LAWSUIT.

This Notice advises you of the benefits that may be available to you under the proposed Settlement and your rights and options as a FCRA Class Member and notifies you that court hearings will be held to approve the Settlement.

II. WHAT IS THE LAWSUIT ABOUT?

On June 25, 2021, Plaintiff Jacob Greenwell, on behalf of himself, all others similarly situated, and other alleged aggrieved employees, filed a Class Action Complaint for Damages, and subsequently a First Amended Complaint (the “Operative Complaint”) and a Complaint for Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, Et Seq., entitled “*Jacob Greenwell v. Envigo RMS, LLC*” Case No. RG21108069 (Alameda Superior Court) (the “Action”).

This Action alleged various claims including claims for (1) Failure to Pay Overtime Wages (Labor Code sections 510 and 1198); (2) Failure to Provide Meal Periods and Associated Premiums (Labor Code sections 226.7 and 512(a)); (3) Failure to Provide Rest Breaks and Associated Premiums (Labor Code section 226.7); (4) Failure to Pay Minimum Wages (Labor Code sections 1194, 1197, and 1197.1); (5) Failure to Timely Pay Wages at Termination/Resignation (Labor Code sections 201 and 202); (6) Failure to Provide Complaint Wage Statements (Labor Code section 226(a)); (7) Failure to Reimburse Business Expenses (Labor Code sections 2800 and 2802); (8) Violation of California Business and Professions Code (Labor Code section 17200); (9) Violation of the Fair Credit Reporting Act (United States Code section 1681); and (10) Violation of California Labor Code Private Attorneys General Act of 2004 (Labor Code section 2698). Envigo denies the allegations in the Action, denies all liability and contends that Plaintiff’s claims do not have merit and do not meet the requirements for class certification.

After years of litigation, the Plaintiff and Envigo entered into a Joint Stipulation of Class Action and PAGA Settlement and Release of Claims (the “Settlement Agreement”) that resolves the claims on behalf of the persons in the Class.

On September 29, 2025 the Court entered an order preliminarily approving the Settlement. The Court has appointed Atticus Administration as the administrator of the Settlement (“Settlement Administrator”), named Plaintiff Jacob Greenwell as a representative of the Class (“Class Representative”), and counsel for Plaintiff, Lawyers *for* Justice, PC, as counsel for the Class (“Class Counsel”).

Considering the risks, uncertainties, inconvenience, and expense associated with this Action, the parties have concluded that it is in the best interests of the parties and the Class Members to settle the Action on the terms summarized in this Notice.

Counsel for the Plaintiff has determined that the Settlement is fair, reasonable, and adequate and is in the best interests of the members of the Class, subject to a final fairness hearing discussed below. The Settlement is not an admission of liability on the part of Envigo. The Court has not ruled on the merits of Plaintiff’s claims or Envigo’s defenses.

Envigo will not fire, punish, retaliate, or otherwise discriminate against any current or former employee because he or she chooses to participate in the Settlement, chooses not to participate, or objects to the Settlement.

If you are a FCRA Class Member, you need not take any action to receive an Individual FCRA Settlement Payment, but you have the opportunity to request exclusion from the FCRA Class Settlement (in which case you will not receive an Individual FCRA Settlement Payment) or object to the FCRA Class Settlement, if you so choose, as explained more fully in Section XI below.

III. WHERE DO I GET ADDITIONAL INFORMATION?

The information contained in this Notice is only a summary of the litigation and the basic terms of the Settlement. For the precise terms and conditions of the Settlement, you should consult the detailed Settlement Agreement and Preliminary Approval Order thereon, which are available at the Settlement Administrator’s website at www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC and are also on file with the Office of the Clerk of the Alameda Superior Court, Administration Building, 1221 Oak St, Oakland, California 94612. The pleadings and other records in this litigation may also be examined during regular business hours at the same location.

IV. WHY DID I GET THIS NOTICE?

You received this Notice because Envigo's records identify you as a member of the FCRA Class.

V. WHO ARE THE PARTIES IN THIS CLASS ACTION?

The Plaintiff and Class Representative is Jacob Greenwell, who used to work as an employee at Envigo in California. The Class Representative is pursuing the Action on behalf of all of Envigo's current and former employees and prospective applicants for employment in the United States who applied for a job with Defendant on whom a background check was performed at any time during the FCRA Class Period. The Defendant is Envigo RMS, LLC.

VI. WHO ARE THE ATTORNEYS FOR THE PARTIES?**Attorneys for Plaintiff and the Class**

Arby Aiwazian (SBN 269827)
 Joanna Ghosh (SBN 272479)
 Helene Mayer (SBN 332975)
 Lawyers for Justice, PC
 450 North Brand Blvd., Suite 900
 Glendale, California 91203
 Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Defendant

Steven A. Groode (SBN 210500)
 James Payer (SBN 292158)
 LITTLER MENDELSON P.C.
 2049 Century Park East
 5th Floor
 Los Angeles, California 90067
 Tel: (310) 553-0308 / Fax: (310) 553-5583

VII. HOW MUCH WILL CLASS COUNSEL BE PAID?

Class Counsel will seek attorneys' fees in an amount not to exceed 35% of the Gross Settlement Amount (i.e., \$278,250.00) and reimbursement of litigation costs and expenses, in an amount not to exceed \$30,000.00), subject to approval by the Court. All attorneys' fees, costs, and expenses awarded by the Court will be paid from the Gross Settlement Amount. Class Counsel has been prosecuting the Action on behalf of the named Plaintiff and Class Members on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

VIII. WHAT IS THE PROPOSED SETTLEMENT?

The parties have agreed to the Settlement generally described below:

Without admitting any wrongdoing, Envigo has agreed to pay **\$795,000.00** (the "Gross Settlement Amount") to resolve the Action, which amount will be fully funded by Envigo and includes: (i) Net Settlement Amount (or payments to the Settlement Class Members who do not opt out); (ii) reasonable Settlement Administrator Costs not to exceed **\$30,000.00**, to be approved by the Court; (iii) payment of attorneys' fees not to exceed **\$278,250.00** and reasonable litigation costs and expenses not to exceed **\$30,000.00** (together "Class Counsel Award"), each to be approved by the Court; (iv) **\$100,000.00** allocated to PAGA penalties ("PAGA Settlement Amount"), of which 75% or \$75,000.00 will be paid to the California Labor & Workforce Development Agency and 25% or \$25,000.00 will be distributed to PAGA Employees, to be approved by the Court; (v) enhancement award to the Class Representative in an amount not to exceed **\$10,000.00** ("Class Representative Enhancement Award"), to be approved by the Court; and (vi) FCRA Settlement Amount of **\$100,000.00** to FCRA Class Members who do not opt out, to be approved by the Court.

The Net Settlement Amount (subpart (i) above) shall be the amount remaining after deduction of the amounts approved by the Court for Settlement Administrator Costs, Class Counsel Award, PAGA Settlement Amount, FCRA Settlement Amount, and the Class Representative Enhancement Award (as set forth in subparts (ii) — (vi) above). After the deduction of these amounts, the Net Settlement Amount is estimated to be approximately **\$246,750.00**.

Envigo will pay money into an account administered by the Settlement Administrator on a quarterly basis beginning after the Settlement becomes final. Envigo will have a total of one year from the date of the Final Approval Hearing, March 17, 2026, to meet its payment obligations, assuming there are no objections to the Settlement.

The foregoing and following is a summary of the Settlement provisions. The specific and complete terms of the proposed settlement are stated in the Settlement Agreement, a copy of which is available at the Settlement Administrator's website at www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC and has also been filed with the Clerk of the Court.

Individual FCRA Settlement Payment to Settlement FCRA Class Members

Each member of the FCRA Class who does not opt out of the FCRA Class Settlement as described in Section XI below (Participating FCRA Class Member") will receive an Individual FCRA Settlement Payment. Individual FCRA Settlement Payments will be issued on an equal *pro rata* basis of the FCRA Settlement Amount, or \$100,000.00.

Under the terms of the Settlement, your Individual FCRA Settlement Payment is estimated to be \$<<FCRA Estimated Payment>> and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Your Individual FCRA Settlement Payment reflected in this Notice is only an estimate. Your actual Individual FCRA Settlement Payment may be higher or lower.

The Individual FCRA Settlement Payment shall be issued within one week of Envigo making its second quarterly Settlement Payment.

Once the Settlement checks are mailed, Participating FCRA Class Members will have one hundred and eighty (180) days to cash their Settlement checks. Any checks which remain uncashed after that date shall be canceled. All funds associated with such canceled checks will be distributed to the *cy pres* beneficiary, Court Appointed Special Advocates ("CASA") of Alameda County. None of the parties or attorneys make any representations concerning the tax consequences of this Settlement or your participation in it. Class Members should consult with their own tax advisors concerning the tax consequences of the Settlement. Class Counsel is unable to offer advice concerning the state or federal tax consequences of payments to any Class Member.

IX. RELEASE OF CLAIMS.

Upon the Court's final approval of the Settlement and upon Envigo making full payment of the Settlement funds (as described in the Settlement Agreement), Participating FCRA Class Members shall fully and irrevocably release, acquit, and forever discharge all of the Released Parties of and from the Released FCRA Class Claims. In other words, you will be releasing those claims if you do not request to be excluded (i.e. opt out) from the Settlement.

"Released FCRA Class Claims" means all claims and theories that were alleged in the Complaints filed in the Action, or that reasonably could have been alleged, and which arose during the FCRA Class Period of June 25, 2016 through August 31, 2023, which relate to background checks. This includes (but may not be limited to) claims under the:

- The Fair Credit Reporting Act, 15 U.S.C. §§ 1681 et seq., and similar state laws;
- The Investigative Consumer Reporting Agencies Act, Cal. Civ. Code § 1786 et seq.;
- The Consumer Credit Reporting Agencies Act, Cal. Civ. Code § 1785 et seq.;
- California Business & Professions Code §§ 17200 et seq.; and
- Similar claims under other state laws, including all damages, punitive damages, penalties, interest, and other amounts recoverable under the claims or legal theories described above;

As to all other FCRA claims, past or present, the Participating FCRA Class Members also waive and release their rights to be a class representative in a class action as of the Effective Date of this Settlement.

“Released Parties” means Defendant, and any of its past, present and future direct or indirect (a) parents (including, without limitation, Inotiv, Inc.) , (b) subsidiaries, (c) predecessors (including, without limitation Envigo RMS, Inc.), (d) successors, and (e) affiliates, as well as each of their past, present, and/or future, direct and/or indirect, officers, directors, members, managers, agents, representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, and joint venturers.

X. WHEN IS THE FINAL FAIRNESS HEARING?

A final hearing will be held before the Honorable Victoria Kolakowski on March 17, 2026, at 2:30 p.m., to determine whether the proposed Settlement is fair, reasonable and adequate and should be finally approved by the Court. The hearing will take place in Department 16 of the Alameda Superior Court, Administration Building, 1221 Oak Street, Oakland, California 94612. **You are not required to attend the hearing in order to participate in the Settlement.** If the Court finally approves the Settlement as fair, reasonable and adequate, a Final Judgment will be posted on the Settlement Administrator’s website at www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC.

XI. WHAT ARE MY RIGHTS WITH REGARD TO THIS MATTER?

If you fit the description of a Class Member as set forth in this Notice, you have three options. Each option has its own consequences, which you should understand before making your decision. Your rights regarding each option, and the procedure you must follow to select each option, follow.

A. Option One: Do Nothing, Release Your Claims as Stated Above and Receive an Individual FCRA Settlement Payment.

Class Counsel, appointed and approved by the Court for Settlement purposes only, will represent your interests. You will receive a Settlement Payment from the FCRA Settlement Amount after the Settlement has been finally approved by the Court. The judgment will bind all Class Members who do not request exclusion (Option Two below). Any Class Member who does not request exclusion may, if the Class Member so desires, enter an appearance through his or her own lawyer.

B. Option Two: You Can Exclude Yourself from the Settlement.

If you do not wish to participate in or be bound by the FCRA Class Settlement, you must submit a written statement requesting to be excluded from the FCRA Class postmarked no later than January 10, 2026 (“Request for Exclusion”). Such a written Request for Exclusion must: (1) contain the case name and number of the Action; (2) contain your full name, signature, address, telephone number, and last four digits of your Social Security number; (3) contain a simple statement electing to be excluded from the FCRA Class Settlement; and (4) be submitted by mail to the Settlement Administrator at the specified address, postmarked on or before January 10, 2026.

If you request exclusion, you will not receive any money from the FCRA Settlement Amount, nor will you be considered to have released your claims alleged in this Action.

If you request exclusion from the Settlement, you may not pursue any recovery under the Settlement. You may, however, pursue other remedies separate and apart from the Settlement that may be available to you.

C. Option Three: You May Object to the Settlement.

If you are a Class Member, and you do not exclude yourself from the FCRA Class, you may object to the FCRA Class Settlement before final approval of the Settlement by the Court. To object, you may either submit a written objection postmarked no later than January 10, 2026, or appear at the Final Approval Hearing to present your objection orally to the Court, regardless of whether you have submitted a written objection. If you choose to object to the FCRA Class Settlement, you can either represent yourself or have your own attorney (that you hire and pay for yourself) appear on your behalf.

If you wish to object to the FCRA Class Settlement, in writing, you may send to the Settlement Administrator a written statement, which: (1) contains the case name and number of the Action; (2) contains your full name, signature, address, telephone number, and last four digits of your Social Security number; (3) contains a written statement of all grounds for the objection accompanied by any legal support for such objection; (4) contains copies of any papers, briefs, or other documents upon which the objection is based; and (5) be submitted by mail to the Settlement Administrator at the specified address, postmarked on or before January 10, 2026.

XII. WHO CAN I CONTACT IF I HAVE FURTHER QUESTIONS?

The court-appointed Administrator for this Settlement is as follows:

Jacob Greenwell v. Envigo RMS, LLC Class Settlement
Atticus Administration
PO Box 64053
Saint Paul, MN 55164
www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC

If you have questions, you may call the Settlement Administrator, toll free at 1-800-659-1109 or visit www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC. Ask about the *Jacob Greenwell v. Envigo RMS, LLC* Class Settlement. You may also call or e-mail the attorneys for Plaintiff, which are listed above. **PLEASE DO NOT CALL THE COURT OR ENVIGO.**

XIII. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers which are on file with the Court.

You may view the Settlement Agreement, pleadings, and other court records in the Action online by visiting the Alameda County Superior Court's website, known as "eCourt Public Portal," at <https://eportal.alameda.courts.ca.gov/>.

After arriving at the website, click the "Searches" tab at the top of the page, then select the Document Downloads link, enter the case number and click "Submit." Images of every document filed in the case may be viewed at a minimal charge.

You may also view images of every document filed in the case free of charge by using one of the computer terminal kiosks available at each court location that has a facility for civil filings.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.



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«city» «state» «zip»

NOTICE OF PENDING CLASS ACTION SETTLEMENT AND HEARING DATE FOR COURT
APPROVAL

**In the Matter of
Greenwell v. Envigo RMS, LLC
Alameda County Superior Court, Case No. RG21108069**

*A court authorized this Notice. This is not a solicitation.
This is not a lawsuit against you, and you are not being sued.
However, your legal rights are affected by whether you act or don't act.*

**IMPORTANT: YOU MAY BE ENTITLED TO MONEY IF THE COURT APPROVES THE
SETTLEMENT DESCRIBED IN THIS NOTICE**

**NOTICE OF PENDING CLASS ACTION, PROPOSED SETTLEMENT,
YOUR RIGHTS AND OPTIONS FOR YOU TO CONSIDER**

A settlement has been reached between the parties in a class action lawsuit filed in the Alameda Superior Court. The Class consists of: (1) All current and former non-exempt employees of Envigo RMS, LLC (including any entities that merged with Envigo) within the State of California at any time during the period beginning June 25, 2017 through August 31, 2023 ("Class Period") ("Settlement Class Members"); and (2) all of Envigo's (including any entities that merged with Envigo) current and former employees and prospective applicants for employment in the United States who applied for a job with Envigo on whom a background check was performed during the period from June 25, 2016 through August 31, 2023 ("FCRA Class Period") ("FCRA Class Members"), referred to together regardless of whether persons are members of one or both of the defined classes ("Class Members").

You have received this Notice because Envigo RMS, LLC's ("Envigo") records indicate that you worked as an employee in an hourly-paid or non-exempt position in California during the Class Period, and/or you worked or applied for employment and a background check was performed during the FCRA Class Period. This Notice is to advise you of how you can participate, object, or request to be excluded from the Class Settlement and/or FCRA Class Settlement.

PLEASE READ THIS NOTICE CAREFULLY

I. WHAT IS THE PURPOSE OF THIS NOTICE?

This Notice is to let you know that there is a class action pending in the Alameda Superior Court, that you may be a member of the Class for the lawsuit, AND THAT YOU MAY BE ENTITLED TO A PAYMENT AS PART OF THE CLASS SETTLEMENT OF THIS LAWSUIT.

This Notice advises you of the benefits that may be available to you under the proposed Settlement and your rights and options as a Class Member and notifies you that court hearings will be held to approve the Settlement.

II. WHAT IS THE LAWSUIT ABOUT?

On June 25, 2021, Plaintiff Jacob Greenwell, on behalf of himself, all others similarly situated, and other aggrieved employees, filed a Class Action Complaint for Damages, and subsequently a First Amended Complaint (the “Operative Complaint”) and a Complaint for Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, Et Seq., entitled “*Jacob Greenwell v. Envigo RMS, LLC*” Case No. RG21108069 (Alameda Superior Court) (the “Action”).

This Action alleged various claims including claims for (1) Failure to Pay Overtime Wages (Labor Code sections 510 and 1198); (2) Failure to Provide Meal Periods and Associated Premiums (Labor Code sections 226.7 and 512(a)); (3) Failure to Provide Rest Breaks and Associated Premiums (Labor Code section 226.7); (4) Failure to Pay Minimum Wages (Labor Code sections 1194, 1197, and 1197.1); (5) Failure to Timely Pay Wages at Termination/Resignation (Labor Code sections 201 and 202); (6) Failure to Provide Complaint Wage Statements (Labor Code section 226(a)); (7) Failure to Reimburse Business Expenses (Labor Code sections 2800 and 2802); (8) Violation of California Business and Professions Code (Labor Code section 17200); (9) Violation of the Fair Credit Reporting Act (United States Code section 1681); and (10) Violation of California Labor Code Private Attorneys General Act of 2004 (Labor Code section 2698). Envigo denies the allegations in the Action, denies all liability and contends that Plaintiff’s claims do not have merit and do not meet the requirements for class certification.

After years of litigation, the Plaintiff and Envigo entered into a Joint Stipulation of Class Action and PAGA Settlement and Release of Claims (the “Settlement Agreement”) that resolves the claims on behalf of the persons in the Class.

On September 29, 2025 the Court entered an order preliminarily approving the Settlement. The Court has appointed Atticus Administration, LLC as the administrator of the Settlement (“Settlement Administrator”), named Plaintiff Jacob Greenwell as a representative of the Class (“Class Representative”), and counsel for Plaintiff, Lawyers for Justice, PC, as counsel for the Class (“Class Counsel”).

Considering the risks, uncertainties, inconvenience, and expense associated with this Action, the parties have concluded that it is in the best interests of the parties and the Class Members to settle the Action on the terms summarized in this Notice.

Counsel for the Plaintiff has determined that the Settlement is fair, reasonable, and adequate and is in the best interests of the members of the Class, subject to a final fairness hearing discussed below. The Settlement is not an admission of liability on the part of Envigo. The Court has not ruled on the merits of Plaintiff’s claims or Envigo’s defenses.

Envigo will not fire, punish, retaliate, or otherwise discriminate against any current or former employee because he or she chooses to participate in the Settlement, chooses not to participate, or objects to the Settlement.

If you are a Class Member, you need not take any action to receive an Individual Settlement Payment and/or Individual FCRA Settlement Payment, but you have the opportunity to request exclusion from the Class Settlement and/or FCRA Class Settlement (in which case you will not receive an Individual Settlement Payment and/or Individual FCRA Settlement Payment), object to the Class Settlement and/or FCRA Class Settlement, and/or dispute the workweeks credited to you, if you so choose, as explained more fully in Section XI below.

III. WHERE DO I GET ADDITIONAL INFORMATION?

The information contained in this Notice is only a summary of the litigation and the basic terms of the Settlement. For the precise terms and conditions of the Settlement, you should consult the detailed Settlement Agreement and Preliminary Approval Order thereon, which are available at the Settlement Administrator’s website at www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC and are also on file with the Office of the Clerk of the Alameda Superior Court, Administration Building, 1221 Oak St, Oakland, California 94612. The pleadings and other records in this litigation may also be examined during regular business hours at the same location.

IV. WHY DID I GET THIS NOTICE?

You received this Notice because Envigo's records identify you as a member of the Settlement Class and the FCRA Class.

V. WHO ARE THE PARTIES IN THIS CLASS ACTION?

The Plaintiff and Class Representative is Jacob Greenwell, who used to work as an employee at Envigo in California. The Class Representative is pursuing the Action on behalf of all other similarly situated current and former hourly -paid or non-exempt employees who worked at Envigo in California during the Class Period, and all of Envigo's current and former employees and prospective applicants for employment in the United States who applied for a job with Defendant on whom a background check was performed at any time during the FCRA Class Period. The Defendant is Envigo RMS, LLC.

VI. WHO ARE THE ATTORNEYS FOR THE PARTIES?

Attorneys for Plaintiff and the Class

Arby Aiwazian (SBN 269827)
 Joanna Ghosh (SBN 272479)
 Helene Mayer (SBN 332975)
 Lawyers for Justice, PC
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Attorneys for Defendant

Steven A. Groode (SBN 210500)
 James Payer (SBN 292158)
 LITTLER MENDELSON P.C.
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 5th Floor
 Los Angeles, California 90067
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VII. HOW MUCH WILL CLASS COUNSEL BE PAID?

Class Counsel will seek attorneys' fees in an amount not to exceed 35% of the Gross Settlement Amount (i.e., \$278,250.00) and reimbursement of litigation costs and expenses, in an amount not to exceed \$30,000.00, subject to approval by the Court. All attorneys' fees, costs, and expenses awarded by the Court will be paid from the Gross Settlement Amount. Class Counsel has been prosecuting the Action on behalf of the named Plaintiff and Class Members on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

VIII. WHAT IS THE PROPOSED SETTLEMENT?

The parties have agreed to the Settlement generally described below:

Without admitting any wrongdoing, Envigo has agreed to pay **\$795,000.00** (the "Gross Settlement Amount") to resolve the Action, which amount will be fully funded by Envigo and includes: (i) Net Settlement Amount (or payments to the California Class Members who do not opt out); (ii) reasonable Settlement Administrator Costs not to exceed **\$30,000.00**, to be approved by the Court; (iii) payment of attorneys' fees not to exceed **\$278,250.00** and reasonable litigation costs and expenses not to exceed **\$30,000.00** (together "Class Counsel Award"), each to be approved by the Court; (iv) **\$100,00.00** allocated to PAGA penalties ("PAGA Settlement Amount"), of which 75% or \$75,000.00 will be paid to the California Labor & Workforce Development Agency and 25% or \$25,000.00 will be distributed to PAGA Employees, to be approved by the Court; (v) service payment to the Class Representative in an amount not to exceed **\$10,000.00** ("Class Representative Service Award"), to be approved by the Court; and (vi) FCRA Settlement Amount of **\$100,000.00** to FCRA Class Members who do not opt out, to be approved by the Court.

The Net Settlement Amount (subpart (i) above) shall be the amount remaining after deduction of the amounts approved by the Court for Settlement Administrator Costs, Class Counsel Award, PAGA Settlement Amount, FCRA Settlement Amount, and the Class Representative Service Award (as set forth in subparts (ii) — (vi) above). After the deduction of these amounts, the Net Settlement Amount is estimated to be approximately **\$246,750.00**.

Envigo will pay money into an account administered by the Settlement Administrator on a quarterly basis beginning after the Settlement becomes final. Envigo will have a total of one year from the date of the Final Approval Hearing, March 17, 2026, to meet its payment obligations, assuming there are no objections to the Settlement.

The foregoing and following is a summary of the Settlement provisions. The specific and complete terms of the proposed settlement are stated in the Settlement Agreement, a copy of which is available at the Settlement Administrator's website at www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC and has also been filed with the Clerk of the Court.

Individual Settlement Payment to Participating Settlement Class Members:

Each member of the Settlement Class who does not opt out of the Class Settlement as described in Section XI below ("Participating Settlement Class Member") will receive an Individual Settlement Payment from the Net Settlement Amount. **Your Individual Settlement Payment will depend upon the number of workweeks you worked at Envigo during the Class Period. The average Individual Settlement Payment is anticipated to be «IndvClassEstimatedPayment». This is just an estimate of the average payment to Settlement Class Members.** Your payment could be higher or lower depending on various factors including the number of Settlement Class Members who choose to opt out and the number of workweeks you worked at Envigo.

Each member of the Settlement Class will receive their Individual Settlement Payments in two equal installments, the first of which will be issued within a week of Envigo making its second quarterly Settlement Payment and the second of which will be issued within a week of Envigo making its third quarterly Settlement Payment.

The calculation of Individual Settlement Payments is based on data provided by Envigo. Envigo's records will be determinative with respect to the number of workweeks Settlement Class Members worked.

Individual PAGA Settlement Payment to PAGA Employees:

Twenty-five percent (25%) of the PAGA Settlement Amount, i.e. \$25,000.00 (the "PAGA Employee Amount"), will be distributed to all persons who were employed by Envigo (including any entities that merged with Envigo) in California as hourly paid or non-exempt employees at any time during the period October 7, 2019 through August 31, 2023 ("PAGA Period") on a pro rata basis based on the total number of pay periods worked by each current and former hourly-paid or non-exempt employee of Envigo in California during the PAGA Period ("PAGA Employee").

The Individual PAGA Settlement Payment shall be issued within one week of Envigo making its first quarterly Settlement Payment.

Individual FCRA Settlement Payment to Settlement FCRA Class Members

Each member of the FCRA Class who does not opt out of the FCRA Class Settlement as described in Section XI below ("Participating FCRA Class Member") will receive an Individual FCRA Settlement Payment. Individual FCRA Settlement Payments will be issued on an equal *pro rata* basis of the FCRA Settlement Amount, or \$100,000.00.

The Individual FCRA Settlement Payment shall be issued within one week of Envigo making its second quarterly Settlement Payment.

Your Workweeks Based on Envigo's Records:

According to Envigo's records:

From June 25, 2017 through August 31, 2023 (i.e., Class Period), you were employed by Envigo as an hourly-paid or non-exempt employee in California for «Workweeks» Compensable Workweeks.

From October 7, 2019 through August 31, 2023 (i.e., PAGA Period), you were employed by Envigo as an hourly-paid or non-exempt employee in California for «PAGA_Periods» Compensable Pay Periods.

If you wish to dispute the workweeks credited to you, you must submit your dispute in writing to the Settlement Administrator. The written dispute must: (1) contain the case name and number of the Action; (2) contain your full name, signature, address, telephone number, and last four digits of your Social Security number; (3) clearly state that you dispute the number of Compensable Workweeks credited to you, and what you contend is the correct number to be credited to you; (4) attach any documentation that you have to support the dispute; and (5) be submitted by mail to the Settlement Administrator at the specified address, postmarked on or before January 10, 2026.

Your Estimated Individual Settlement Payment, Estimated Individual FCRA Settlement Payment, and Individual PAGA Settlement Payment is as follows:

Payments will be made to Participating Settlement Class Members pursuant to the Court-approved plan of distribution as described in the Settlement, based on the number of Compensable Workweeks worked by each Participating Settlement Class Member during the Class Period, and payments will be made to PAGA Employees based on the number of Compensable Pay Periods worked by each PAGA Employee during the PAGA Period. Payments will be made to Settlement FCRA Class Members based on an equal *pro rata* portion of the FCRA Settlement Amount.

Under the terms of the Settlement, your Individual Settlement Payment is estimated to be «IndvClassEstimatedPayment». The Individual Settlement Payment is subject to reduction for the employee's share of taxes and withholdings with respect to the wages portion of Individual Settlement Payment and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Under the terms of the Settlement, your Individual PAGA Settlement Payment is estimated to be «IndvPAGAEstimatedPayment» and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Under the terms of the Settlement, your Individual FCRA Settlement Payment is estimated to be «IndvFCRAEstimatedPayment» and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Your Individual Settlement Payment, Individual FCRA Settlement Payment, Individual PAGA Settlement Payment (if applicable) reflected in this Notice are only estimates. Your actual Individual Settlement Payment, Individual FCRA Settlement Payment, Individual PAGA Settlement Payment (if applicable) may be higher or lower.

Once the Settlement checks are mailed, Participating Settlement Class Members, Participating FCRA Class Members, and PAGA Employees will have one hundred and eighty (180) days to cash their Settlement checks. Any checks which remain uncashed after that date shall be canceled. All funds associated with such canceled checks will be distributed to the *cy pres* beneficiary, Court Appointed Special Advocates ("CASA") of Alameda County. None of the parties or attorneys make any representations concerning the tax consequences of this Settlement or your participation in it. Class Members should consult with their own tax advisors concerning the tax consequences of the Settlement. Class Counsel is unable to offer advice concerning the state or federal tax consequences of payments to any Class Member.

IX. RELEASE OF CLAIMS.

Upon the Court's final approval of the Settlement and upon Envigo making full payment of the Settlement funds (as described in the Settlement Agreement), all Participating Settlement Class Members, Participating FCRA Class Members, and PAGA Employees shall fully and irrevocably release, acquit, and forever discharge all of the Released Parties of and from the Released Class Claims, Released FCRA Class Claims, and Released PAGA Claims. In other words, you will be releasing those claims if you do not request to be excluded (i.e. opt out) from the Settlement.

"Released Class Claims" means all claims and theories that were alleged in the Complaints filed in the Action, or that reasonably could have been alleged, and which arose during the Class Period of June 25, 2017 through August 31, 2023. These claims include (but may not be limited to) the following:

- Failure to pay all wages due, including minimum wages, straight time, overtime, and double wages (California Labor Code §§ 510, 1194, 1197, 1197.1, 1198);
- Failure to provide proper meal periods, and to properly provide premium pay in lieu of providing proper meal periods (California Labor Code §§ 226.7, 512, and the applicable Wage Order);
- Failure to provide proper rest periods, and to properly provide premium pay in lieu of providing proper rest periods (California Labor Code § 226.7 and the applicable Wage Order);

- Failure to pay all wages timely at the time of termination of employment and/or during employment (California Labor Code §§ 201-204);
- Failure to provide timely, complete, accurate or properly formatted wage statements and employment records (California Labor Code §§ 226, 1174, 1174.5 et seq.);
- Failure to keep requisite payroll records (California Labor Code Labor Code §§ 1174, 1174.5);
- Failure to reimburse employees for necessary business expenses they incurred (California Labor Code §§ 2800, 2802);
- Unfair Business Practices (California Business & Professions Code §§ 17200 et seq.) that are based on the same facts, claims, or legal theories described above;
- All damages, penalties, interest, and other amounts recoverable under the same facts, claims, or legal theories described above;
- Any claims seeking injunctive relief, declaratory relief, restitution, fraudulent business practices or punitive damages that are based on the same facts, claims, or legal theories described above
- or similar facts concerning the Plaintiff or the Settlement Class; and
- All other claims under California common law, the California Labor Code (excluding PAGA which is encompassed by the Released PAGA Claims below), the Fair Labor Standards Act, California Industrial Welfare Commission Wage Orders, and the California Business and Professions Code based on the same or similar facts concerning the Plaintiff or the Settlement Class.

“Released FCRA Class Claims” means all claims and theories that were alleged in the Complaints filed in the Action, or that reasonably could have been alleged, and which arose during the FCRA Class Period of June 25, 2016 through August 31, 2023, which relate to background checks. This includes (but may not be limited to) claims under the:

- The Fair Credit Reporting Act, 15 U.S.C. §§ 1681 et seq., and similar state laws;
- The Investigative Consumer Reporting Agencies Act, Cal. Civ. Code § 1786 et seq.;
- The Consumer Credit Reporting Agencies Act, Cal. Civ. Code § 1785 et seq.;
- California Business & Professions Code §§ 17200 et seq.; and
- Similar claims under other state laws, including all damages, punitive damages, penalties, interest, and other amounts recoverable under the claims or legal theories described above;
- As to all other FCRA claims, past or present, the Participating FCRA Class Members also waive and release their rights to be a class representative in a class action as of the Effective Date of this Settlement.

“Released PAGA Claims” means all claims and theories that were alleged in the Complaints in the Actions or in the PAGA letters sent to the LWDA by Plaintiff, or reasonably could have been alleged, which arose during the PAGA Period of October 7, 2019 through August 31, 2023. This includes (but may not be limited to) civil penalties under PAGA for Defendant’s alleged failure to:

- Pay all wages due, including minimum wages, straight time, overtime or double time;
- Provide proper meal periods, and to properly provide premium pay in lieu of providing proper meal periods;
- Provide proper rest periods, and to properly provide premium pay in lieu of providing proper rest periods;
- Pay all wages timely at the time of termination of employment and/or during employment;
- Provide timely, complete, accurate, or properly formatted wage statements and employment records;
- Keep requisite payroll records; and
- Reimburse employees for necessary business expenses they incurred

PAGA Employees may not opt out of or object to such a release of PAGA Claims.

“Released Parties” means Defendant, and any of its past, present and future direct or indirect (a) parents (including, without limitation, Inotiv, Inc.), (b) subsidiaries, (c) predecessors (including, without limitation Envigo RMS, Inc.), (d) successors, and (e) affiliates, as well as each of their past, present, and/or future, direct and/or indirect, officers, directors, members, managers, agents, representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, and joint venturers.

X. WHEN IS THE FINAL FAIRNESS HEARING?

A final hearing will be held before the Honorable Victoria Kolakowski on March 17, 2026, at 2:30 p.m., to determine whether the proposed Settlement is fair, reasonable and adequate and should be finally approved by the Court. The hearing will take place in Department 16 of the Alameda Superior Court, Administration Building, 1221 Oak Street, Oakland, California 94612. **You are not required to attend the hearing in order to participate in the Settlement.** If the Court finally approves the Settlement as fair, reasonable and adequate, a Final Judgment will be posted on the Settlement Administrator's website at www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC.

XI. WHAT ARE MY RIGHTS WITH REGARD TO THIS MATTER?

If you fit the description of a Class Member as set forth in this Notice, you have three options. Each option has its own consequences, which you should understand before making your decision. Your rights regarding each option, and the procedure you must follow to select each option, follow.

A. Option One: Do Nothing, Release Your Claims as Stated Above and Receive an Individual Settlement Payment and/or Individual FCRA Settlement Payment.

Class Counsel, appointed and approved by the Court for Settlement purposes only, will represent your interests. You will receive a Settlement Payment from the Net Settlement Amount, the FCRA Settlement Amount, and/or the PAGA Settlement Amount after the Settlement has been finally approved by the Court. The judgment will bind all Class Members who do not request exclusion (Option Two below). Any Class Member who does not request exclusion may, if the Class Member so desires, enter an appearance through his or her own lawyer.

B. Option Two: You Can Exclude Yourself from the Settlement.

If you do not wish to participate in or be bound by the Class Settlement and/or FCRA Class Settlement, you must submit a written statement requesting to be excluded from the Settlement Class and/or FCRA Class postmarked no later than January 10, 2026 ("Request for Exclusion"). Such a written Request for Exclusion must: (1) contain the case name and number of the Action; (2) contain your full name, signature, address, telephone number, and last four digits of your Social Security number; (3) contain a simple statement electing to be excluded from the California Class Settlement and/or FCRA Class Settlement; and (4) be submitted by mail to the Settlement Administrator at the specified address, postmarked on or before January 10, 2026.

If you request exclusion, you will not receive any money from the Net Settlement Amount and/or FCRA Settlement Amount, nor will you be considered to have released your claims alleged in this Action.

If you request exclusion from the Settlement, you may not pursue any recovery under the Settlement. You may, however, pursue other remedies separate and apart from the Settlement that may be available to you.

If you exclude yourself from the Class Settlement and/or FCRA Class Settlement, you will still receive your share of the PAGA Settlement and will still release your Released PAGA Claims.

C. Option Three: You May Object to the Settlement.

If you are a Settlement Class Member, and you do not exclude yourself from the Settlement Class, you may object to the Class Settlement, and if you are a FCRA Class Member, and you do not exclude yourself from the FCRA Class, you may object to the FCRA Class Settlement before final approval of the Settlement by the Court. To object, you may either submit a written objection postmarked no later than January 10, 2026, or appear at the Final Approval Hearing to present your objection orally to the Court, regardless of whether you have submitted a written objection. If you choose to object to the Class Settlement and/or FCRA Class Settlement, you can either represent yourself or have your own attorney (that you hire and pay for yourself) appear on your behalf.

If you wish to object to the Settlement in writing, you may send to the Settlement Administrator a written statement which: (1) contains the case name and number of the Action; (2) contains your full name, signature, address, telephone number, and last four digits of your Social Security number; (3) contains a written statement of all grounds for the objection accompanied by any legal support for such objection; (4) contains copies of any papers, briefs, or other documents upon which the objection is based; and (5) be submitted by mail to the Settlement Administrator at the specified address, postmarked on or before January 10, 2026.

XII. WHO CAN I CONTACT IF I HAVE FURTHER QUESTIONS?

The court-appointed Administrator for this Settlement is as follows:

Jacob Greenwell v. Envigo RMS, LLC Class Settlement
Atticus Administration
PO Box 64053
Saint Paul, MN 55164
www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC

If you have questions, you may call the Settlement Administrator, toll free at 1-800-659-1109 or visit www.AtticusAdmin.com/Greenwell-v-Envigo-RMS-LLC. Ask about the *Jacob Greenwell v. Envigo RMS, LLC* Class Settlement. You may also call or e-mail the attorneys for Plaintiff which are listed in Section VI above.

XIII. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers which are on file with the Court.

You may view the Settlement Agreement, pleadings, and other court records in the Action online by visiting the Alameda County Superior Court's website, known as "eCourt Public Portal," at <https://portal.alameda.courts.ca.gov/>.

After arriving at the website, click the "Searches" tab at the top of the page, then select the Document Downloads link, enter the case number and click "Submit." Images of every document filed in the case may be viewed at a minimal charge.

You may also view images of every document filed in the case free of charge by using one of the computer terminal kiosks available at each court location that has a facility for civil filings.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.