Exhibit 3

Exhibit A-1

Amended Class Notice

Notice of Class Action Settlement

You are receiving this Notice because Degree, Inc. dba Lattice's records reflect that you are eligible to participate in a Settlement, because you were employed by Lattice:

(1) in **California** as an **Account Executive** between July 3, 2020 and September 1, 2025, or as a **Sales Development Representative** or **Business Development Representative** between July 3, 2020 and May 1, 2023; or

(2) in **New York** as an **Account Executive** between July 3, 2018 and September 1, 2025, or as a **Sales Development Representative** or **Business Development Representative** between July 3, 2018 and May 1, 2023.

A Settlement has been proposed in a class, collective, and representative action pending in Supreme Court of the State of New York, County of Nassau titled *Hijuelos et al. v Degree, Inc. dba Lattice,* Case No. [_____]. This notice summarizes the key terms of the proposed Settlement and your rights and options. If you have any questions about your legal rights, please contact the lawyers representing the class at [email] or [phone]. If you have any questions about the Settlement, please contact the Settlement Administrator at [_____].

Important things to know:

- You are eligible to receive an estimated payment of **$[AMOUNT]** from this Settlement, subject to applicable taxes and withholdings. If you take no action, you will be eligible for a Settlement payment, and you will be included in the Settlement.
- You may elect electronic payment or update your mailing address to ensure receipt of the settlement payment at: **[online portal]**.
- The Court still needs to review and approve the Settlement. Settlement payments will be made if the Court approves the Settlement. Please be patient.

About This Notice

What is the Lawsuit about?

Several former Lattice employees (called "Plaintiffs") filed an action claiming that the Company misclassified Account Executives, Business Development Representatives, and Sales Development Representatives as "exempt" from overtime laws. Plaintiffs allege that the Company failed to pay overtime wages, provide required meal and rest breaks or premium payments in lieu thereof, pay wages timely during employment and at separation, pay all wages owed, provide legally compliant wage statements or wage notices, and maintain accurate wage records in accordance with applicable laws. One Plaintiff also alleges claims for penalties under the California Private Attorneys General Act of 2004 ("PAGA").

The Court has not made any judgment or determination about Plaintiffs' allegations. Lattice denies and disputes the allegations and maintains that it complies with applicable laws in good faith. Lattice also denies that Plaintiffs' allegations are appropriate for resolution as a class or collective action or representative PAGA action, other than for Settlement purposes only.

The issuance of this Notice is not an expression of the Court's opinion on the merits or the lack of merits of Plaintiffs' claims or allegations in the Lawsuit. The Court has not decided this case in favor of either side. However, both sides have agreed to resolve the claims to avoid the risk and expense of litigation.

Why did I get this Notice?

This Notice is to tell you about the Settlement of a Lawsuit brought on behalf of all employees who work or have worked as Account Executives, Business Development Representatives, and/or Sales Development Representatives for Lattice in California and New York during the relevant periods. You received this Notice because Lattice's records show that you are part of the proposed Settlement class. This Notice gives you a summary of the Settlement terms and explains your rights and options.

What do I do next?

Read this Notice carefully to understand the Settlement terms and determine if you are a class member. Then, decide if you want to:

DO NOTHING	You will receive payment in the amount of approximately **$[amount]** and you will be included in the Settlement and release the claims covered by the lawsuit. You can receive this payment by check or request an electronic payment at **[online portal]**.
OPT OUT	You will receive no payment in the Settlement. Opting out is the only option that allows you to bring or maintain your own lawsuit against the Company about the same allegations or claims in the Lawsuit.
OBJECT	Tell the Court if you do not like the Settlement by submitting an Objection to the Settlement Administrator. Submitting an Objection does not exclude you from the Settlement.

Read on to understand the specifics of the Settlement and what each choice would mean for you.

What are the most important dates?

Your deadline to object or opt out: **[date]**
Your deadline to request electronic payment at **[online portal]**: **[date]**

Learning About the Settlement

What does the Settlement provide?

The Company has agreed to pay $1,650,000 to a settlement fund. This money will be divided among the class members and will also be used to pay costs and lawyer fees approved by the Court (i.e., up to $550,000), any service payments awarded to Plaintiffs who filed the Lawsuit (up to $10,000 each), the amount allocated under PAGA to the state of California (i.e., $16,500), and the cost of settlement administration (i.e., $[__]). Members of the settlement class will "release" their claims as part of the Settlement, which means they cannot sue Lattice for the same issues or claims raised by the Lawsuit. The full terms of the release can be found in the Settlement Agreement. You can view the complete Settlement Agreement at **[online portal]**.

Where can I learn more?
You can review the complete Settlement Agreement and other key documents by visiting **[online portal].**

The Settlement allows the Plaintiffs who brought this Lawsuit to request a service award of up to $10,000 each, to compensate them for their work on the case. These are called "service payments." The Court will make the final decision as to any amount to be paid to Plaintiffs as service payments. The Court may approve the Settlement even if it does not approve the requested Service Awards.

Your estimated share of the Settlement is approximately **$[amount]**.

How was my estimated payment calculated?

The calculation of your payment depends on time worked as an eligible employee:

- In California: between July 3, 2020 and September 1, 2025 for Account Executives; and between July 3, 2020 and May 1, 2023 for Sales Development Representatives or Business Development Representatives.
- In New York: between July 3, 2018 and September 1, 2025 for Account Executives; and between July 3, 2018 and May 1, 2023 for Sales Development Representatives or Business Development Representatives.

The Settlement Administrator used information from Lattice's records to calculate your payment based on the number of weeks you worked in an eligible role:

- Lattice's records show that you worked as an eligible employee during the relevant period from **[insert start date]** to **[insert end date][**, and you were on a leave of absence from **[insert start date]** to **[insert end date]]**.
- This resulted in a calculation of **[insert number]** eligible weeks for you.
- Based on the allocation formula, if the Court approves the Settlement, you will receive an individual settlement payment of approximately **$[AMOUNT]**.

Eligible employees who worked in California and/or New York received a higher amount for each week worked compared with employees who worked in other states because there are more claims alleged under California and New York law than under federal law alone.

One third (1/3) of your individual settlement payment is treated as wages and subject to tax withholdings and deductions (paid on IRS Form W2), and two thirds (2/3) is treated as non-wage compensation with no taxes withheld (paid on IRS Form 1099).

The Settlement Administrator and lawyers in the case cannot advise you on taxes associated with this payment. The Court is not endorsing, or otherwise taking a position, on the tax treatment of the settlement payments. Please seek your own personal tax advice.

Do I have a lawyer in this case?

In a class action settlement, the Court approves lawyers to represent the class and its members. For this Settlement, the Court has preliminarily approved the following lawyers as class counsel:

Melissa L. Stewart
Emma R. Janger
OUTTEN & GOLDEN LLP
695 Third Avenue, 25th Floor
New York, NY 10017
[insert phone number]
[insert email]

These are the lawyers who negotiated the Settlement on behalf of the class. If you want to be represented by your own lawyer, you may hire one at your own expense.

Do I have to pay the lawyers?

No. These lawyers' fees and costs will be paid from the Settlement fund.

To date, class counsel has not been paid any money for their work or the expenses that they have paid for the case. To pay for their time and risk in bringing this case without any guarantee of payment, class counsel will request, as part of the final approval of this Settlement, that the Court approve a payment of up one-third of the Settlement fund, or up to $550,000 total in lawyers' fees, plus reimbursement of out-of-pocket costs. Although the maximum amount that Lattice has agreed to pay under this Settlement is $1,650,000.00, the amount it will actually pay depends on the number of collective members who ultimately cash settlement checks or request electronic payments. Class counsel will apply for fees as a percentage of $1,650,000.00, the amount the Settlement makes available to class and collective members.

Lawyers' fees and costs will only be awarded if approved by the Court and in the amount approved by the Court. The Court may approve the Settlement even if it does not approve the full amount of the requested lawyers' fees and costs. You have the right to object to the lawyers' fees or costs even if you think the other Settlement terms are fair.

Are there more details about the Settlement?

This Notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You can view the Settlement Agreement at [online portal]. To get answers to your questions, you can contact class counsel at [contact info] or the Settlement Administrator at [contact info].

What happens next?

The Court has directed the parties to send you this Notice about the proposed Settlement. Because the settlement of a class action decides the rights of all members of the proposed class, the Court must give final approval to the Settlement before it can take effect. The Court may hold a final fairness hearing to determine whether the Settlement should be approved. If the Court schedules a fairness hearing, information will be available at **[online portal]**. Payments will be made if and after the Court grants final approval of the Settlement.

Option 1: Do Nothing, and Get a Payment

How do I participate in the Settlement?

If you wish to participate in the Settlement and receive a payment, you do not need to take any action. If the Court grants final approval of the Settlement, you will receive a settlement payment of approximately **$[AMOUNT]** by check in the mail, or you can also elect to receive an electronic payment at **[online portal]**.

If your mailing address has changed, please contact the Settlement Administrator at [contact info].

When will I receive the money?

If the Court grants final approval of the Settlement, payments are anticipated to be distributed approximately two months after the Court grants final approval. Please be patient and update the Settlement Administrator if your contact information changes.

What am I giving up to obtain payment under the Settlement?

If the Court approves the proposed Settlement and you participate in the Settlement, by cashing your check or receiving electronic payment, you will be releasing claims

against the Company. This generally means that you will not be able to file your own lawsuit or continue prosecuting or participating in another lawsuit regarding the claims and allegations in the Lawsuit.

Option 2: Exclude Yourself ("Opt Out")

What if I don't want to be part of this Settlement?

You can opt out. If you do, you will not receive any payment and you cannot object to the Settlement. You will not be affected by anything that happens in this case.

How do I opt out?

To opt out of the Settlement, you must mail an opt out statement by [date] to the Settlement Administrator at their address listed below under "Key Resources."

You must include your name, address, telephone number, and a signed statement indicating your intent to opt out, such as "I opt out of the Lattice settlement."

Option 3: Object to the Settlement

What if I disagree with the Settlement?

If you disagree with any part of the Settlement but you do not want to opt out, you may object. You must give reasons why you think the Court should not approve it and say whether your objection applies to just you, a part of the class, or the entire class. The Court will consider your views. The Court can only approve or deny the Settlement — it cannot change the terms of the Settlement. You may, but are not required to, hire your own lawyer to help you at your own expense.

To object, you ~~must~~should mail a letter to the Settlement Administrator listed below under "Key Resources~~":~~" and ensure it:

1. is postmarked by [date];
2. includes your full name, address and telephone number;
3. states ~~all~~ the reasons for your objection and any supporting documentation; and

4. includes your signature.

Any grounds for your objection that are not included in your written letter to the Settlement Administrator may not be considered. The Court will use its discretion as to whether to consider such grounds.

What is the difference between opting out and objecting to the Settlement?

Opting out is telling the Court that you do not want to be part of the settlement class. If you opt out, you cannot object because the Settlement no longer affects you. Objecting is telling the Court that you do not like something about the Settlement. You can object only if you stay in the settlement class.

Key Resources

How do I get more information?

There are more details in the case documents. To get a copy of the case documents or get answers to your questions, you can go to the **[online portal]** or contact the Settlement Administrator or class counsel:

Resource	Contact Information
Settlement Administrator	[Case Administrator] [Street Address] [City, State, Zip Code] [Phone Number]
Class Counsel	Outten & Golden LLP [insert phone number] [insert email address]

Exhibit A-2

Amended Collective Notice

Notice of Collective Action Settlement

You are receiving this notice because Degree, Inc dba Lattice's records reflect that you are eligible to participate in a Settlement, because you were employed by Lattice outside of California or New York, as an **Account Executives** between July 3, 2021 and September 1, 2025, or as a **Sales Development Representatives** or **Business Development Representatives** between July 3, 2021 and May 1, 2023.

A Settlement has been proposed in a class, collective, and representative action pending in Supreme Court of the State of New York, County of Nassau titled *Hijuelos et al. v Degree, Inc. dba Lattice,* Case No. [_____]. This notice summarizes the key terms of the proposed Settlement and your rights and options. If you have any questions about your legal rights, please contact the lawyers representing the class at [email] or [phone number]. If you have any questions about the Settlement, please contact the Settlement Administrator at [_____].

Important things to know:

- The Court still needs to review and approve the Settlement. Settlement payments will be made if the Court approves the Settlement. Please be patient.
- You are eligible for an estimated payment of **$[AMOUNT]** if the Court approves the settlement, subject to applicable taxes and withholdings. If you accept your Settlement payment, you will be included in the Settlement, and your rights will be affected.
- You may elect electronic payment or update your mailing address to ensure receipt of the settlement payment at: **[online portal]**

About This Notice

What is the Lawsuit about?

Several former Lattice employees (called "Plaintiffs") filed an action claiming that the Company misclassified Account Executives, Business Development Representatives, and Sales Development Representatives as "exempt" from overtime laws. Plaintiffs alleged that the Company failed to pay overtime wages, provide required meal and rest breaks or premium payments in lieu thereof, pay wages timely during employment and at separation, pay all wages owed, provide legally compliant wage statements or wage notices, and maintain accurate wage records in accordance with applicable laws. One Plaintiff also alleges claims for penalties under the California Private Attorneys General Act of 2004 ("PAGA").

The Court has not made any judgment or determination about Plaintiffs' allegations. Lattice denies and disputes the allegations and maintains that it complies with applicable laws in good faith. Lattice also denies that Plaintiffs' allegations are appropriate for resolution as a class or collective action or representative PAGA action, other than for Settlement purposes only.

The issuance of this Notice is not an expression of the Court's opinion on the merits or the lack of merits of Plaintiffs' claims or allegations in the Lawsuit. The Court has not decided this case in favor of either side. However, both sides have agreed to resolve the claims to avoid the risk and expense of litigation.

Why did I get this Notice?

This Notice is to tell you about Settlement of a Lawsuit brought on behalf of all employees who work or have worked as Account Executives, Business Development Representatives, and/or Sales Development Representatives for Lattice, except in California or New York, during the relevant periods. You received this Notice because Lattice's records show that you are part of the proposed Settlement collective. This Notice gives you a summary of the Settlement and explains your rights and options.

What do I do next?

Read this Notice carefully to understand the Settlement terms and determine if you are a collective member. If the Court approves the Settlement, you will receive a

settlement check in the amount of approximately **$[amount]**. You will then have a choice to make:

ACCEPT PAYMENT	Accept the settlement payment by electing to receive electronic payment at [online portal] or cash or deposit the check. You will be included in the Settlement and release the claims included in the lawsuit.
DO NOTHING	Decline the settlement payment and choose not to cash or deposit the check. You will not be included in the Settlement.

Read on to understand the specifics of the Settlement and what each choice would mean for you.

About the Settlement

What does the Settlement provide?

The Company has agreed to pay $1,650,000 to a settlement fund. This money will be divided among the class members and will also be used to pay for costs and lawyer fees approved by the Court (i.e., up to $550,000), any service payments awarded to Plaintiffs who filed the Lawsuit (up to $10,000 each), the amount allocated under PAGA to the state of California (i.e., $16,500), and the cost of settlement administration (i.e., $[__]). Members of the settlement class will "release" their claims as part of the Settlement, which means they cannot sue Lattice for the same issues or claims raised by the lawsuit. The full terms of the release can be found in the Settlement Agreement. You can view the complete Settlement Agreement at **[online portal]**.

Where can I learn more?
You can review the complete settlement agreement and other key documents by visiting **[online portal].**

The Settlement allows the Plaintiffs who brought this Lawsuit to request a service award of up to $10,000 each, to compensate them for their work on the case. These are called "service payments." The Court will make the final decision as to any amount to be paid to Plaintiffs as service payments. The Court may approve the Settlement even if it does not approve the requested Service Awards.

Your estimated share of the Settlement is approximately **$[amount]**.

How is my estimated payment calculated?

The calculation of your payment depends on time worked as an eligible employee: between July 3, 2021 and September 1, 2025 for Account Executives; and between July 3, 2021 and May 1, 2023 for Sales Development Representatives or Business Development Representatives. It also depends on whether you worked in California, New York, or another state.

The Settlement Administrator used information from Lattice's records to calculate your payment based on the number of weeks you worked in an eligible role:

- Lattice's records show that you worked as an eligible employee during the relevant period from **[insert start date]** to **[insert end date][**, and you were on a leave of absence from **[insert start date]** to **[insert end date]]**.
- This resulted in a calculation of **[insert number]** eligible weeks for you.
- Based on the allocation formula, if the Court approves the Settlement, you will receive an individual settlement payment of approximately **$[AMOUNT]**.

One half (1/2) of your individual settlement payment will be treated as wages and subject to tax withholdings and deductions (paid on IRS Form W2), and one half (1/2) is treated as non-wage compensation with no taxes withheld (paid on IRS Form 1099).

The Settlement Administrator and lawyers in the case cannot advise you on taxes associated with this payment. The Court is not endorsing, or otherwise taking a position, on the tax treatment of the settlement payments. Please seek your own personal tax advice.

Do I have a lawyer in this case?

In a collective action settlement, the Court approves lawyers to represent the collective and its members. For this Settlement, the Court has preliminarily approved the following lawyers as collective counsel:

Melissa L. Stewart
Emma R. Janger
OUTTEN & GOLDEN LLP
695 Third Avenue, 25th Floor
New York, NY 10017
[insert phone number]
[insert email]

These are the lawyers who negotiated this Settlement on behalf of the collective. If you want to be represented by your own lawyer, you may hire one at your own expense.

Do I have to pay the lawyers?

No. These lawyers' fees and costs will be paid from the Settlement fund.

To date, collective counsel has not been paid any money for their work or the expenses that they have paid for the case. To pay for their time and risk in bringing this case without any guarantee of payment, collective counsel will request, as part of the final approval of this Settlement, that the Court approve a payment of up to one-third of the Settlement fund, or up to $550,000 total in lawyers' fees, plus reimbursement of out-of-pocket costs. Although the maximum amount that Lattice has agreed to pay under this Settlement is $1,650,000.00, the amount it will actually pay depends on the number of collective members who ultimately cash settlement checks or request electronic payments. Class counsel will apply for fees as a percentage of $1,650,000.00, the amount the Settlement makes available to class and collective members.

Lawyers' fees and costs will only be awarded if approved by the Court. and in the amount approved by the Court. The Court may approve the Settlement even if it does not approve the full amount of the requested lawyers' fees and costs.

Are there more details about the Settlement?

This Notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You can view the Settlement Agreement at [online portal]. To get answers to your questions, you can contact class counsel at [contact info] or the Settlement Administrator at [contact info].

What happens next?

The Court has directed the parties to send you this Notice about the proposed Settlement. The Court must give final approval to the Settlement before it can take effect. The Court may hold a final fairness hearing to determine whether the Settlement should be approved. If the Court schedules a fairness hearing, information will be available at **[online portal]**. Payments will be made if and after the Court grants final approval of the Settlement.

Option 1: Deposit or cash a settlement check, or receive electronic payment.

How do I participate in the Settlement?

If you wish to participate in the Settlement and receive a payment, you do not need to take any action. If the Court grants final approval of the Settlement, you will receive a settlement payment of approximately **$[AMOUNT]** by check in the mail or you can also elect to receive an electronic payment at **[online portal]**.

If your mailing address has changed, please contact the Settlement Administrator at [contact info].

When will I receive the money?

If the Court grants final approval, settlement payments are anticipated to be distributed approximately two months after the Courts grants final approval. Please be patient and update the Settlement Administrator if your contact information changes.

What am I giving up to obtain payment under the Settlement?

If the Court approves the proposed Settlement and you participate in the Settlement, by cashing your check or receiving electronic payment, you will be releasing claims against the Company. This generally means that you will not be able to file your own lawsuit or continue prosecuting or participating in another lawsuit regarding the claims and allegations in the Lawsuit.

Option 2: Do Nothing

What if I don't want to be part of this Settlement?

You do not have to be part of this Settlement. If the Court approves the Settlement, you will receive a notice with a check enclosed. If you do not want to be a part of the Settlement, do NOT deposit or cash the check, and you will not be a part of the Settlement or release any claims.

Key Resources

How do I get more information?

There are more details in the case documents. To get a copy of the case documents or to get answers to your questions, you can go to the **[online portal]** or contact the Settlement Administrator or counsel:

Resource	Contact Information
Settlement Administrator	[Case Administrator] [Street Address] [City, State, Zip Code] [Phone Number]
Collective Counsel	Outten & Golden LLP [insert phone number] [insert email address]

Exhibit A-3

Notice Email

Subject: Lattice – Notice of Settlement

You are receiving this email because Lattice's records show that you are eligible to participate in a proposed class, collective, and representative settlement. Your estimated share of the settlement is approximately $[amount]. You should have received a detailed notice by mail. If you do not have or did not receive your mailed notice, please contact the Settlement Administrator at [administrator email and phone number] to request access to an electronic copy or get your unique ID to access the settlement portal available at [insert portal] or a remailed notice. You can contact the Settlement Administrator, or Outten & Golden LLP, counsel for the settlement class, at [insert] or [insert email]@outtengolden.com, for questions about the settlement.

Exhibit B-1

Class Reminder Postcard

A settlement has been approved in a class, collective, and representative action lawsuit pending in Supreme Court of the State of New York, County of Nassau titled *Hijuelos et al. v Degree, Inc. dba Lattice*, Case No. [_____]. **You are a member of the settlement class and should have received an individual settlement check in the amount of $[AMOUNT]. Our records show that you have not cashed your check.**

Key things to know:

- If you do not cash your check by [120 days from original mailing or remailing], you will still be part of the settlement and will release claims against Lattice, but you will not receive any payment.
- Please contact [settlement administration contact] if you do not have your check, or counsel for the settlement class at [insert phone number] or [insert email address] if you have questions about the settlement.

Reminder regarding your individual settlement payment.

<<MAIL ID>>

<<NAME 1>>
<<NAME 2>>
<<ADDRESS LINE 1>>
<<ADDRESS LINE 2>>
<<ADDRESS LINE 3>>
<<ADDRESS LINE 4>>
<<ADDRESS LINE 5>>
<<CITY, STATE ZIP>>
<<COUNTRY>>

Exhibit B-2

Collective Reminder Postcard

A Settlement has been approved in a class, collective, and representative action lawsuit pending in Supreme Court of the State of New York, County of Nassau titled *Hijuelos et al. v Degree, Inc. dba Lattice*, Case No. [_____]. **You are a putative member of the Settlement collective and should have received an individual settlement check in the amount of $[AMOUNT]. Our records show that you have not cashed your check.**

Key things to know:

- If you do not cash your check by [120 days from original mailing or remailing], you will not be part of this Settlement and will not receive any payment.
- Please contact [settlement administration contact] if you do not have your check, or counsel for the Settlement collective at [insert phone number] or [insert email address] if you have questions about the Settlement.

Reminder regarding your individual settlement payment.

<<MAIL ID>>

<<NAME 1>>
<<NAME 2>>
<<ADDRESS LINE 1>>
<<ADDRESS LINE 2>>
<<ADDRESS LINE 3>>
<<ADDRESS LINE 4>>
<<ADDRESS LINE 5>>
<<CITY, STATE ZIP>>
<<COUNTRY>>

Exhibit B-3

Email Reminder

Subject: Lattice – Deadline to Cash Settlement Check

A Settlement has been approved in a class, collective, and representative action lawsuit pending in Supreme Court of the State of New York, County of Nassau titled *Hijuelos et al. v Degree, Inc. dba Lattice*, Case No. [_____]. You are a member of the Settlement class and should have received an individual settlement check for your share of the Settlement in the amount of **$[AMOUNT].** Our records show that you have not cashed your check.

To get money from the Settlement, you must cash your check by [insert date that is 120 days after check mailing]. If you do not have or did not receive your settlement check, please contact the Settlement Administrator at [administrator email and phone number]. You can contact Outten & Golden LLP at [insert] or [insert email]@outtengolden.com for questions about the Settlement.

Exhibit B-4

Text Reminder

You are a member of the settlement class in Hijuelos v. Lattice. We sent you a settlement check in the amount of **$[AMOUNT]**. Our records show that you have not cashed your check. To get money from the settlement, you must cash your check by [insert date that is 120 days after check mailing]. If you do not have or did not receive your settlement check, please contact the Settlement Administrator at [administrator email and phone number]. You can contact Outten & Golden LLP at [insert] or [insert email]@outtengolden.com for questions about the settlement.

Exhibit C
PAGA Check Enclosure Letter

Dear [California PAGA Member Name]:

The enclosed check includes your share of the California Private Attorneys General Act ("PAGA") settlement payment, in the amount of $[AMOUNT], in the settlement (the "Settlement") of *Hijuelos et al. v Degree, Inc. dba Lattice,* [Case Number], a class, collective, and representative action filed in the Supreme Court of the State of New York, County of Nassau (the "Lawsuit"). You are receiving this check because you are a member of this Settlement's California PAGA Member group, which is defined to include individuals employed by Lattice in California as Account Executives from July 3, 2023 through September 1, 2025.

Several former Lattice employees ("Plaintiffs") alleged that Lattice misclassified Account Executives as "exempt" from overtime laws and consequently failed to pay them overtime pay. Plaintiffs also brought related claims against Lattice for alleged violations of the California Labor Code, including claims for unpaid wages, missed meal and rest breaks, late payment of wages during employment and upon separation, non-compliant wage statements, and associated penalties. One Plaintiff also brought a PAGA claim on behalf of the State of California that sought penalties from Lattice for the overtime and other violations Plaintiffs alleged.

Lattice denies and disputes the allegations and maintains that it complies with applicable laws in good faith. Lattice further denies that Plaintiffs' allegations are appropriate for resolution as a class or collective action or representative PAGA action, other than for Settlement purposes only. The Court has not made any judgment or determination as to whether Plaintiffs' allegations are valid or accurate. Both sides have agreed to resolve the claims to avoid the risk and expense of litigation.

To settle the PAGA claim, Lattice agreed to pay up to $16,500.00 (out of the Total Settlement Amount of $1,650,000), which will be distributed according to PAGA's requirement that 65% be distributed to the California Labor Workforce Development Agency and the remaining 35% be paid to members of the California PAGA Group. Your individual PAGA settlement payment is determined by your proportional share of the PAGA Fund, based on the number of weeks you worked from July 3, 2023 through September 1, 2025 as an exempt-classified Account Executive. Your individual PAGA settlement amount is separate from and in addition to any other individual settlement payment you may receive in this case.

Because the State of California has released its PAGA claims through this Settlement, you are precluded from bringing PAGA claims for penalties pled in the operative complaint and PAGA Notice Letter, or that could have been pled based on the facts

alleged in the operative complaint and PAGA Notice Letter (including, but not limited to, any and all claims under California Labor Code §§ 201, 202, 203, 204, 208, 210, 223, 226, 226.7, 227.3, 510, 512, 1174, 1174.5, 1194, 1197, 1198, 2698, 2699, 2699.3, 2699.5, and 2802), and that accrued during your employment as an exempt-classified Account Executive from July 3, 2023 through September 1, 2025. Unless you excluded yourself from the class action portion of this settlement, you are also bound by the settlement release described in the settlement notice.

Enclosed you will also find an IRS Form 1099 for 100% of your individual PAGA settlement payment. Please note that neither the Settlement Administrator nor Class Counsel can provide tax advice. If you have questions about the tax treatment of this payment, we suggest that you consult your tax advisor or accountant.

Please cash or deposit the check on or before its printed void date. Checks will not be re-issued after the void date, and your individual PAGA settlement amount will revert to the California unclaimed property fund. If you have any questions about the calculation of your payment, please contact the Settlement Administrator at XX or XX or class counsel, Outten & Golden LLP, at [number] or [email]@outtengolden.com.

Regards,

Lattice Settlement Administrator