

THIS IS AN IMPORTANT COURT-APPROVED NOTICE. READ CAREFULLY.

Flores, et al. v. ACCO Engineered Systems, Inc., et al.
Santa Clara County Superior Court, Case No. 20CV365252/JCCP No. 5172

If you worked as a non-exempt employee in California for ACCO Engineered Systems, Inc. ("Defendant") at any time from March 18, 2016 to March 3, 2024, a class action lawsuit may affect your rights.

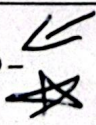
This is a court-authorized notice. Read it Carefully! It's not junk mail, spam, an advertisement, or a solicitation by a lawyer. You are not being sued.

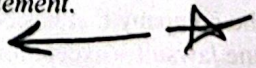
- You are receiving this notice because you have been identified as a Class Member and/or an Aggrieved Employee (as defined below) in a Lawsuit (as defined below) brought by former employees of Defendant.

The Court has preliminarily approved a class action settlement with Defendant, in accordance with the terms of the Joint Stipulation of Settlement filed in the Lawsuits (the "Settlement"), which will affect all current and former non-exempt employees employed by Defendant in California from March 18, 2016 to March 3, 2024 (the "Class Period"). Further, the settlement will affect all current and former non-exempt employees who were worked for Defendant in California from March 18, 2019 to March 3, 2024 (the "PAGA Period") ("Aggrieved Employees").

- If the Court grants final approval of the Settlement, there will be money available to you.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS LAWSUIT

PARTICIPATE IN THE SETTLEMENT – <u>NO ACTION REQUIRED</u>	Stay in this Lawsuit. Receive a payment. Give up certain rights. By doing nothing, you become part of the Settlement Class (as defined below) and will collect a settlement award as detailed below. But you give up certain rights to sue Defendant separately about the legal claims raised in this Lawsuit.
OBJECT TO THE SETTLEMENT – <u>ACTION REQUIRED</u>	Stay in this Lawsuit. Object to the Settlement. May give up certain rights. If you object to the Settlement, you will remain a member of the Class (as defined below), and if the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Class Members (as defined below) who do not object.
ASK TO BE EXCLUDED – <u>ACTION REQUIRED</u> 	Get out of this Lawsuit. Get no payments from it. Keep rights. If you ask to be excluded from the Settlement, you won't receive any payments. But you keep any rights to sue Defendant separately about the legal claims raised or that could have been raised in this Lawsuit.

- Note that if you were employed after March 18, 2019, you are also an "Aggrieved Employee" represented by Plaintiff's cause of action for civil penalties under the Private Attorneys General Act ("PAGA") and will receive a payment for release of that claim specifically if this settlement is approved *even if you exclude yourself from the class action settlement*.
- Your options are explained in this notice. To ask to be excluded, you must act before May 23, 2025. 
- Any questions?** Read on or contact Class Counsel (as defined below) or the Settlement Administrator (as defined below).

WHAT THIS NOTICE CONTAINS**BASIC INFORMATION PAGE - 2 -**

- Why did I get this notice?
- What is the Lawsuit about?
- What is a class action and who is involved?
- Why is this Lawsuit a class action?
- What are the terms of the proposed Settlement?

WHO IS IN THE CLASS PAGE - 3 -

- Am I part of this Class?
- I'm still not sure if I am included.

YOUR RIGHTS AND OPTIONS PAGE - 3 -

- What is my approximate Individual Settlement Payment?
- What rights am I releasing if I participate in the Settlement?
- How do I object to the Settlement?
- Why would I ask to be excluded?
- How do I ask to be excluded from the Class?