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SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

MARLIN MEJIA, BASILIA KONDE, and
GULALAY OMARZAY, individuals, on behalf
of themselves and on behalf of all persons
similarly situated,

Plaintiffs,

vs.

CHICO'S FAS, INC., a Corporation; and
DOES 1 through 50, inclusive,

Defendants.

Case No. **23TRCV03862**

**DECLARATION OF NICOLE
BENCH OF ILYM GROUP, INC.
REGARDING NOTICE AND
SETTLEMENT ADMINISTRATION**

HEARING INFO

Date: February 5, 2026
Time: 8:30 a.m.

Judge: Hon. Patricia A. Young
Dept.: B

1 I, Nicole Bench, declare as follows:

2 1. I am a resident of the United States of America and am over the age of 18. I am a
3 Case Manager for ILYM Group, Inc., (herein after referred to as “ILYM Group”), the professional
4 settlement services provider who has been retained by the Parties’ Counsel and subsequently
5 appointed by the Court to serve as the Settlement Administrator for the above captioned, *Marlin*
6 *Mejia v. Chico’s FAS, Inc.*, matter. I am authorized to make this declaration on behalf of ILYM
7 Group and myself. I have personal knowledge of the facts herein, and, if called upon to testify, I
8 could and would testify competently to such facts.

9 2. ILYM Group has extensive experience in administering Class Action Settlements,
10 including direct mail services, database management, claims processing and settlement fund
11 distribution services for Class Actions ranging in size from 26 to 4.5 million Settlement Class
12 Members.

13 3. ILYM Group was engaged by the Parties’ Counsel and subsequently approved and
14 appointed by the Court to provide notification services and settlement administration, pursuant to
15 the terms of the Settlement, in the above referenced Action. Duties performed to-date and to be
16 performed after Final Approval of the Settlement is granted, include: (a) printing and mailing the
17 *Court Approved Notice Of Class Action Settlement And Hearing Date For Final Court Approval* ,
18 (referred to as “Class Notice”); (b) receiving and processing requests for exclusion and objections
19 to the Settlement, if applicable; (c) resolving Class Members’ disputes over the number of Shifts
20 Defendant has record of them working during the Class Period, which was pre-printed on their
21 individualized Class Notice; (d) establishing a QSF account and calculating individual settlement
22 award amounts; (e) processing and mailing settlement award checks; (f) handling tax withholdings
23 as required by the Settlement and the law; (g) preparing, issuing and filing tax returns and other
24 applicable tax forms; (h) handling the distribution of any unclaimed funds pursuant to the terms of
25 the Settlement; and (i) performing other tasks as the Parties mutually agree to and/or the Court
26 orders ILYM Group to perform.

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1 4. On September 16, 2025, ILYM Group received the Court approved text for the Class
2 Notice Packet from Class Counsel. ILYM Group prepared a draft of the formatted Class Notice,
3 which was approved by the Parties' Counsel prior to mailing.

4 5. On October 16, 2025, ILYM Group received the class data file from Counsel for
5 Defendants, which contained the name, social security number, last known mailing address, the
6 total number of shifts worked for each Class Member and the number of Pay Periods worked for
7 each Aggrieved Employee during the PAGA Period. The data file was uploaded to our database
8 and checked for duplicates and other possible discrepancies. The Class List contained 2,604
9 individuals.

10 6. As part of the preparation for mailing, all 2,604 names and addresses contained in
11 the Class List were then processed against the National Change of Address ("NCOA") database,
12 maintained by the United States Postal Service ("USPS"), for purposes of updating and confirming
13 the mailing addresses of the Class Members before mailing of the Class Notice. The NCOA
14 contains requested change of addresses filed with the USPS. To the extent that an updated address
15 was found in the NCOA database, the updated address was used for the mailing of the Class Notice.
16 To the extent that no updated address was found in the NCOA database, the original address
17 provided by Counsel for Defendants was used for the mailing of the Class Notice.

18 7. On October 30, 2025, a link to ILYM Group's website was set up for Class Members
19 to access relevant court documents. The website link is www.ILYMGroup.com/Chicos. Also, the
20 following telephone number, (888) 250-6810, fax number, (888) 845-6185, and e-mail address,
21 claims@ilymgroup.com, was included in the Class Notice for Class Members should they have
22 questions or want additional information.

23 8. On October 30, 2025, the Class Notice was mailed, via U.S First Class Mail, to all
24 2,604 individuals contained in the Class List. Attached hereto, as **Exhibit A**, is a true and correct
25 copy of the mailed Class Notice.

26 9. As of the date of this declaration, 168 Class Notices have been returned to our office
27 as undeliverable. Of the 168 returned Class Notices, none were returned with a forwarding address
28 provided by the USPS. ILYM Group performed a computerized skip trace on all 168 returned Class

1 Notices that did not have a forwarding address, in an effort to obtain updated addresses for the
2 purpose of re-mailing the Class Notices. As a result of this skip trace, 142 updated addresses were
3 obtained and the Class Notices were promptly re-mailed to those Class Members, via U.S. First
4 Class Mail.

5 10. As of the date of this declaration, a total of 142 Class Notices have been re-mailed
6 as a result of ILYM Group's skip tracing efforts.

7 11. As of the date of this declaration, a total of 26 Class Notices has been deemed
8 undeliverable as no updated address was found notwithstanding the skip tracing.

9 12. As of the date of this declaration, ILYM Group has received 1 request for exclusion
10 from the following individual: Rhani Bigay. The deadline to request exclusion from the Settlement
11 was December 15, 2025.

12 13. As of the date of this declaration, ILYM Group has not received any written
13 objections to the Settlement. The deadline in the Class Notice to submit a written objection to the
14 Settlement was December 15, 2025.

15 14. As of the date of this declaration, ILYM Group has not received any disputes from
16 a Class Member during the response period. The deadline in the Class Notice to submit a dispute
17 to the Settlement was December 15, 2025.

18 15. The Response Deadline was extended by 14 days for Class Members whose Class
19 Notice was re-mailed. ILYM Group has not received any response from those Class Members.

20 16. As of the date of this declaration, ILYM Group will report a total of 2,603
21 Participating Class Members, representing 99.96% of the 2,604 Class Members. The total number
22 of Shifts worked by the Participating Class Members during the class period is 530,019 As of the
23 date of this declaration, the Escalator Clause has not been triggered.

24 17. Participating Class Members will receive a proportional share of the Net Settlement
25 Amount through individual settlement payments, based on the number of Shifts worked by Class
26 Members during the Class Period. The Net Settlement Amount is the amount remaining after
27 deduction of the Court-approved payments from the Gross Settlement Amount for Class Counsel
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Attorney Fees and Litigation Expenses, the Class Representative Service Payments, Administration Expenses to ILYM Group, and the PAGA Penalties allocation, e.g.,

Gross Settlement Amount	\$750,000.00
Class Counsel Attorney Fees	\$250,000.00
Class Counsel Litigation Expenses	\$35,000.00
Class Representative Service Payment- Marlin Mejia	\$10,000.00
Class Representative Service Payment- Gulalay Omarzay	\$10,000.00
Class Representative Service Payment- Basilia Konde	\$10,000.00
Administration Expenses	\$18,950.00
PAGA Penalties Allocation to LWDA	\$22,500.00
PAGA Penalties Allocation to Aggrieved Employees	\$7,500.00
Net Settlement Amount	\$386,050.00

18. To determine each Participating Class Member's Individual Class Payment, the Net Settlement Amount shall be divided among all Participating Class Members based on the Class Member's total number of Shifts worked during the Class Period. This calculation results in a Shift Value which is then multiplied by the number of Shifts worked by each Participating Class Member during the Class Period. Based on these calculations, the Participating Class Members will receive an estimated average gross payment of \$148.31, with the estimated highest gross payment being \$656.26 and the estimated lowest gross payment being \$0.73.

19. In addition, ILYM Group will report a total of 2,240 Aggrieved Employees who worked 63,892 Pay Periods during the PAGA Period. The payments to the Aggrieved Employees will be calculated by dividing the PAGA Penalties Allocation to Aggrieved Employees (\$7,500) by the Aggrieved Employee's total number of Pay Periods worked during the PAGA Period. This results into the PAGA Pay Period Value and is then multiplied by the number of PAGA Pay Periods worked by each Aggrieved Employee during the PAGA Period. Based on these calculations, the PAGA Employee's, will receive an estimated average payment of \$3.35, with the estimated highest payment being \$7.16 and the estimated lowest payment being \$0.12.

20. ILY M Group's total fees and costs for services in connection with the administration of this Settlement, which includes fees and costs incurred to-date, as well as anticipated fees and costs for completion of the settlement administration, are \$18,950.00. ILYM Group's work in connection with this matter will continue with the calculation of the settlement award payments, issuance and mailing of the settlement award checks, the necessary tax filing and reporting on such payments, and any other tasks that the Parties mutually agree to and/or the Court orders ILYM Group to perform.

I declare under penalty of perjury under the laws of the State of California and the United States that the foregoing is true and correct to the best of my knowledge and that this Declaration was executed this 22nd day of December 2025, at Tustin, California.

Nicole Bench
NICOLE BENCH

EXHIBIT “A”

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

***Mejia v. Chico's FAS, Inc., Superior Court of the State of California,
County of Los Angeles, Case No. 23TRCV03862***

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

**YOUR LEGAL RIGHTS MAY BE AFFECTED WHETHER YOU ACT OR DO NOT ACT.
PLEASE READ THIS NOTICE CAREFULLY.**

You may be eligible to receive money from an employee class action lawsuit ("Action") against Defendant Chico's FAS, Inc. ("Defendant") for alleged wage and hour violations. The Action was filed by Plaintiffs Marlin Mejia, Basilia Konde, and Gulalay Omarzay ("Plaintiffs") and seeks payment of (1) wages and other relief on behalf of all individuals who are or were previously employed by Defendant and any of its subsidiaries in California and classified as a non-exempt employee at any time during the Class Period (January 1, 2022 through December 31, 2024) ("Class Members"), and (2) penalties and other relief on behalf of all individuals who are or were previously employed by Defendant and any of its subsidiaries in California and classified as a non-exempt employee at any time during the PAGA Period (September 8, 2022 to the December 31, 2024) ("Aggrieved Employees").

The proposed Settlement has two main parts: (1) a Class Settlement requiring Defendant to fund Individual Class Payments to Class Members, and (2) a PAGA Settlement requiring Defendant to fund Individual PAGA Payments to Aggrieved Employees and pay penalties to the California Labor and Workforce Development Agency ("LWDA").

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

The above estimates are based on Defendant's records showing that **you worked «Class Shifts» shifts** during the Class Period and **you worked «PAGA PP» pay periods** during the PAGA Period. If you believe that you worked more shifts during the Class Period or pay periods during the PAGA Period, you can submit a challenge by the deadline date. See Section 5 of this Notice below.

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

If you worked for Defendant during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** You don't have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment, and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Released Class Claims and Released PAGA Claims against Defendant as described below in Section 4 below.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment, however you will preserve your right to personally pursue Released Class Claims against

Defendant. If you are an Aggrieved Employee, you remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA portion of the proposed Settlement.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:

You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against Defendant that are covered by this Settlement (Released Class Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is <u>December 15, 2025</u>.	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 7 of this Notice. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released PAGA Claims (defined below) regardless of whether you submit a request for exclusion.
Participating Class Members Can Object to the Class Settlement Written Objections Must be Submitted by the <u>December 15, 2025</u> Response Deadline	All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed Settlement. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiffs who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiffs, but every dollar paid to Class Counsel and Plaintiffs reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiffs if you think they are unreasonable. See Section 8 of this Notice.
You Can Participate in the <u>February 5, 2026</u> Final Approval Hearing	The Court's Final Approval Hearing is scheduled to take place on February 5, 2026, at 8:30 a.m., at the Los Angeles County Superior Court, Torrance Courthouse, located at 825 Maple Avenue, Torrance, CA 90503, in Department B before Judge Patricia A. Young. This hearing may change as explained below in Section 9. You don't have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court's virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 9 of this Notice
You Can Challenge the Calculation of Your Shifts / Pay Periods Written Challenges Must be Submitted by the <u>December 15, 2025</u> Response Deadline	The amount of your Individual Class Payment depends on how many shifts you worked during the Class Period. The amount of your share of your Individual PAGA Payment (if any) depends on how many pay periods you worked at least one day during the PAGA Period. The number of Class Period shifts and number of PAGA Period pay periods you worked according to Defendant's records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by December 15, 2025. See Section 5 of this Notice.

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

1. What is action about?

Plaintiffs were employees of Defendant. The Action accuses Defendant of violating California labor laws by failing to pay minimum wages, failing to pay overtime wages, failing to provide required meal periods and unpaid premiums, failing to provide required rest periods and unpaid premiums, failing to provide accurate itemized wage statements, failing to provide required expense reimbursement, failing to provide wages when due, failure to pay sick pay, and engaging in unfair competition. The Action also seeks civil penalties in a representative claim under the Private Attorneys General Act (“PAGA”).

Defendant strongly denies that it violated any laws or failed to pay any wages and further denies any liability whatsoever to Plaintiffs, the Class, or Aggrieved Employees. Defendant contends it complied with all applicable laws.

You have received this Notice because you have been identified as a member of the Class, which is defined as:

All individuals who are or were previously employed by Defendant and any of its subsidiaries in California and classified as a non-exempt employee at any time during the Class Period (January 1, 2022 through December 31, 2024).

2. What does it mean that the action has settled?

The Court has made no determination whether Defendant or Plaintiffs are correct on the merits. In other words, the Court has not determined whether any laws have been violated, nor has it decided in favor of Plaintiffs or Defendant. In the meantime, Plaintiffs and Defendant hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an to end the case by agreement (settle the case) with no decision or admission of who is right or wrong, rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a written Class Action and PAGA Settlement Agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiffs and Defendant have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims. Plaintiffs and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendant has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of Seven Hundred Fifty Thousand Dollars and No Cents (\$750,000.00) (the “Gross Settlement Amount”) to fund the settlement of the Action. The Gross Settlement Amount includes all payments of Individual Class Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payments, the Administration Expenses Payment, Individual PAGA Payments, and civil penalties under PAGA. Any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages shall be separately paid by Defendant. Defendant shall fund the Gross Settlement Amount and also fund the amounts necessary to fully pay Defendant’s share of payroll taxes, by transmitting the funds to the Administrator no later than 14 days after the Effective Date. The “Effective Date” means the date the Notice of Entry of Judgment is served, unless there are objections or an appeal, in which case it is the date the Judgment is final and no longer subject to appeal. Within 14 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments to Participating Class Members.

Court Approved Deductions from Gross Settlement Amount. At the Final Approval Hearing, Plaintiffs and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:

- Administration Expenses Payment. Payment to the Administrator, estimated not to exceed \$18,950, for expenses, including expenses of notifying the Class Members of the Settlement, processing opt outs, and distributing settlement checks and tax forms.
- Attorneys' Fees and Costs. Payment to Class Counsel of reasonable attorneys' fees not to exceed one-third (1/3) of the Gross Settlement Amount, which presently equals \$250,000, and an additional amount to reimburse actual litigation costs incurred by the Plaintiffs not to exceed \$35,000. Class Counsel has been prosecuting the Action on behalf of Plaintiffs and the Class on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses. The amounts stated are what Class Counsel will be requesting and the final amounts to be paid will be decided at the Final Approval Hearing.
- Class Representative Service Payments. Class Representative Service Payments in an amount not more than \$10,000 each to the Plaintiffs as a service award, or such lesser amount as may be approved by the Court, to compensate them for services on behalf of the Class in initiating and prosecuting the Action, and for the risks they undertook. The amount stated is what Plaintiffs will be requesting and the final amount to be paid will be decided at the Final Approval Hearing.
- PAGA Penalties. A payment of \$30,000 relating to Plaintiffs' claim under PAGA, \$22,500 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA"). The remaining \$7,500 will be distributed to the Aggrieved Employees as Individual PAGA Payments. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$7,500) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period, which is September 8, 2022, to the December 31, 2024.

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

Calculation of Payments to Class Members. After all of the payments of the court-approved Attorneys' Fees and Costs, the Class Representative Service Payments, the PAGA Penalties, and the Administration Expenses Payment are deducted from the Gross Settlement Amount, the remaining portion, the "Net Settlement Amount", shall be distributed as Individual Class Payments to the Participating Class Members. The Net Settlement Amount is estimated to be at least \$384,000. The Administrator will pay an Individual Class Payment from the Net Settlement Amount to each Participating Class Member. The Individual Class Payment for each Participating Class Member will be calculated by (a) dividing the Net Settlement Amount by the total number of shifts worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's shifts during the Class Period.

If the Settlement is approved by the Court and you do not exclude yourself, you will automatically be mailed a check for your Individual Class Payment to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Administrator to inform them of your correct address to ensure you receive your payment.

Tax Matters. Twenty Percent (20%) of each Participating Class Member's Individual Class Payment is in settlement of wage claims (the "Wage Portion"). Accordingly, the Wage Portion is subject to wage withholdings, and shall be reported on IRS Form W-2. Eighty Percent (80%) of each Participating Class Member's Individual Class Payment is in settlement of claims for non-wages, expense reimbursement, interest and penalties allegedly due to employees (collectively the "Non-Wage Portion"). The Non-Wage Portion shall not be subject to wage withholdings and shall be reported on IRS Form 1099. The employee portion of all applicable income and payroll taxes will be the responsibility of the Participating Class Members. Neither Class Counsel nor Defendant's Counsel intend anything contained in this Class Notice to constitute advice regarding taxes or taxability. The tax issues for each Participating Class Member are unique to him/her, and

each Participating Class Member may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement and your receipt of the Individual Class Payment is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiffs and Defendant have agreed that, in either case, the Settlement will be void: Defendant will not pay any money and Class Members will not release any claims against Defendant.

Need to Promptly Cash Payment Checks. The front of every check issued will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the individual who failed to cash their check.

Administrator. The Court has appointed a neutral company, ILYM Group, Inc. (the "Administrator") to send this Notice, calculate and make payments, and process Class Members' Requests for Exclusion. The Administrator will also decide Class Member challenges over shifts or pay periods, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 9 of this Notice.

4. What Do I Release Under the Settlement?

Released Class Claims. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged, based on the facts and allegations stated in the Actions and/or the Operative Complaint, which occurred during the Class Period, including any and all claims involving any alleged unfair business practices, failure to pay for all wages due (including minimum, overtime, sick pay at the correct rate), failure to provide legally required meal periods and rest breaks and failure to pay premium pay at the regular rate of pay for missed or improper meal periods and/or rest breaks, failure to pay for reporting time pay, failure to timely pay all wages due, failure to provide accurate wage statements, failure to keep accurate time records, and failure to reimburse for business expenses, or alleged violation of Labor Code §§201–204, 210, 218, 221, 226, 226.7, 233, 246, 510, 512, 1194, 1197, 1197.1, 1198, 2802, the applicable wage orders, and Business and Professions Code § 17200, *et seq.* (collectively, the "Released Class Claims"). Except as set forth in the Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment benefits, social security benefits, workers' compensation benefits, or claims based on facts occurring outside the Class Period.

This means that, if you do not timely and formally exclude yourself from the settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant and any other Released Party about the Released Class Claims resolved by this Settlement. It also means that all of the Court's orders in the Action will apply to you and legally bind you.

Released PAGA Claims. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiffs and all Aggrieved Employees, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, and Plaintiffs as agents and proxies of the State of California (including the LWDA) are deemed to waive, release, and discharge the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the factual allegations or legal theories stated in the Actions, the PAGA Notices, and/or the Operative Complaint, which occurred during the PAGA Period, including any and all PAGA claims based on any alleged unfair business practices, failure to pay for all wages due (including minimum, overtime, sick pay at the

correct rate), failure to provide legally required meal periods and rest breaks and failure to pay premium pay at the regular rate of pay for missed or improper meal periods and/or rest breaks, failure to pay for reporting time pay, failure to timely pay all wages due, failure to provide accurate wage statements, failure to keep accurate time records, failure to reimburse for business expenses, failure to provide suitable seating, or alleged violation of Labor Code §§ 201–204, 210, 218, 221, 226, 226.7, 227.3, 246, 510, 512, 558, 1194, 1197, 1197.1, 1198, 2802, 2699, *et seq.*, the applicable wage orders, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 11070(14), and the applicable wage orders. Except as set forth in this Agreement, Aggrieved Employees do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment benefits, social security benefits, workers’ compensation benefits, or claims based on facts occurring outside the PAGA Period.

Released Parties. The Released Parties are: Defendant and each of its former and present directors, officers, shareholders, owners, employees, agents, principals, representatives, attorneys, insurers and reinsurers, accountants, consultants, predecessors, successors, acquirers, affiliates, parents, assigns and subsidiaries.

5. How much will my payment be?

Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of shifts worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member’s shifts during the Class Period.

Defendant’s records reflect that you worked «Class Shifts» shifts during the Class Period (January 1, 2022, through December 31, 2024).

Based on this information, your estimated Individual Class Payment from the Net Settlement Amount is \$«Class ESA».

Defendant’s records reflect that you worked «PAGA PP» PAGA Pay Periods during the during the PAGA Period (September 8, 2022, to the December 31, 2024). Based on this information your estimated Individual PAGA Payment is \$«PAGA ESA».

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Administrator at the address provided in this Class Notice no later than the Response Deadline, which is **December 15, 2025**. You may also fax the dispute to (888) 845-6185 or email the dispute to claims@ilymggroup.com by no later than the Response Deadline. Any dispute should include credible written evidence and will be resolved by the Administrator.

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

6. How can I get a payment?

To get money from the Settlement, you do not have to do anything. A check for your Individual Class Payment will be mailed automatically to the same address as this Class Notice.

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

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

7. What if I don't want to be a part of the Class Settlement?

If you do not wish to participate in the Class Settlement, you may exclude yourself from the Class portion of the Settlement or "opt out." **If you opt out, you will not receive an Individual Class Payment from the Settlement, and you will not be bound by its terms, which means you will retain the right to sue Defendant for the Released Class Claims.** However, Aggrieved Employees who opt out will still be paid their allocation of the PAGA Penalties and will remain bound by the release of the Released PAGA Claims regardless of whether they submit a request for exclusion.

To opt out, you must submit to the Administrator a written, signed and dated request to opt-out postmarked no later than the Response Deadline which is **December 15, 2025**. You may also fax your request to opt out to (888) 845-6185 or email the dispute to claims@ilymgroup.com by no later than the Response Deadline. The request to opt-out should state in substance that you wish to be excluded from the class settlement in the *Mejia v. Chico's FAS, Inc.* lawsuit. The request to opt-out should state the Class Member's full name, address and email address or telephone number. Please include the name and number of the case, which is *Mejia v. Chico's FAS, Inc.*, Case No. 23TRCV03862. The request to opt-out must be completed and signed by you. No other person may opt-out for a living member of the Class.

The address for the Administrator is P.O. Box 2031, Tustin, CA 92781. Written requests for exclusion that are postmarked after **December 15, 2025**, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Class Settlement and the release described above.

8. How do I Object to the Settlement?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiffs and Defendant are asking the Court to approve. At least sixteen (16) court days before the Final Approval Hearing, scheduled for **February 5, 2026**. Class Counsel and Plaintiffs will file in Court a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiffs are requesting as Class Representative Service Payments. Upon reasonable request, Class Counsel (whose contact information is below) will send you copies of these documents at no cost to you. You can also view them on Class Counsel's website at www.bamlawca.com under "Class Notices" for *Mejia v. Chico's FAS* or on the Court's website (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 23TRCV03862.

A Participating Class Member who disagrees with any aspect of the Agreement and/or the Motion for Final Approval may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiffs are too high or too low. **The Response Deadline for sending written objections to the Administrator is December 15, 2025.** You may also fax the dispute to (888) 845-6185 or email the dispute to claims@ilymgroup.com by no later than this Response Deadline. Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action, *Mejia v. Chico's FAS, Inc.*, Case No. 23TRCV03862, and include your name, current address, email or telephone number, and approximate dates of employment for Defendant and sign the objection.

The Administrator's contact information is as follows:

ADMINISTRATOR:

ILYM Group, Inc.
E-mail: claims@ilymgroup.com
P.O. Box 2031, Tustin, CA 92781
Telephone: (888) 250-6810
Fax: (888) 845-6185
Website: www.ILYMGroup.com/Chicos

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. You also have the option to appear at the hearing by audio or video. Instructions on how to do so are available on the Court's website at <https://www.lacourt.org/lacc/>. Check the Court's website for the most current information. See Section 9 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

The addresses for Parties' counsel are as follows:

CLASS COUNSEL:

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik DeBlouw LLP
2255 Calle Clara
La Jolla, CA 92037
Tel.: (858) 551-1223
Fax: (858) 551-1232
E-Mail: kyle@bamlawca.com

COUNSEL FOR DEFENDANT:

Melinda S. Riechert
Julia Riechert
Orrick, Herrington & Sutcliffe LLP
1000 Marsh Road
Menlo Park, CA 94025-1015

9. Can I Attend the Final Approval Hearing?

You can, but don't have to, attend the Final Approval Hearing at **February 5, 2026** (Pacific Standard Time) on **8:30 a.m.**, in Department B of the Superior Court of California, County of Los Angeles, Torrance Courthouse, 825 Maple Avenue, Torrance, CA 90503, before Judge Patricia A. Young. At this hearing the Court will consider whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement and to fix the amounts to be paid as attorneys' fees and costs to Class Counsel and as a service payment to Plaintiffs. If there are objections, the Court will consider them. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing in remotely using the Court Connect procedure at <https://www.lacourt.org/lacc/>. You may also appear in person. Check the Court's website for the most current information on appearing in Court.

It's possible the Court will reschedule the Final Approval Hearing. If the hearing is continued, notice will be posted on Class Counsel's website at www.bamlawca.com under "Class Notices" for *Mejia v. Chico's FAS*. In addition, hearing dates are posted on the Internet via the Case Access page for the Los Angeles County Superior Court (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 23TRCV03862.

10. How Can I Get More Information?

You may call the Administrator at **(888) 250-6810** or write to;

Mejia v. Chico's FAS, Inc.
c/o ILYM Group, Inc.
P.O. Box 2031,
Tustin, CA 92781

This Class Notice summarizes the proposed settlement. More details are in the Settlement Agreement. You may receive a copy of the Settlement Agreement, the Judgment, the motion for final approval or other Settlement documents by going to on Class Counsel's website at www.bamlawca.com under "Class Notices" for *Mejia v. Chico's FAS*, where these documents will be posted as they become available. You may get more details by examining the Court's file on the Internet via the Case Access page for the California Superior Court for the County of Los Angeles (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 23TRCV03862. If you wish to view the Court files in person, you are encouraged to make an appointment with the Clerk's Office at the Torrance Courthouse by calling (310) 787-3693.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- **What if Your Address Changes** - To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.
- **What if You Lose Your Check** - If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check.
- **What if You Fail to Cash a Check** - Settlement checks will be null and void 180 days after issuance if not deposited or cashed, and this expiration date is printed on the check. In such events, the Administrator shall direct all unclaimed funds to be paid to the California Controller's Unclaimed Property Fund in the name of and for the benefit of the individual who did not cash their check. The funds may be claimed at https://www.sco.ca.gov/upd_msg.html.

«Case_Name»
c/o ILYM Group, Inc.
P.O. Box 2031 «ILYMID
Tustin, CA 92781 QR
Code»

ILYM ID: «ILYMID» «PC»
«first_name» «last_name»
«Address_»
«City», «state» «Zip_Code»