

NOTICE OF PENDENCY OF ACTION AND PROPOSED SETTLEMENT

If you worked for Sims Group USA Corporation (“Sims”) in California at any time between August 11, 2015 and September 2, 2021, you could receive money from a class action settlement.

A court authorized this notice. This is not a solicitation from a lawyer.

- A settlement has been reached in a class action lawsuit that affects your rights.
- The settlement resolves a class action lawsuit against Sims alleging that Sims in some instances failed to: pay overtime based on a higher regular rate, and provide accurate paystubs, in violation of the California Labor Code. Sims denies any liability or wrongdoing of any kind in connection with the claims alleged, and contends that it has fully complied with the law, including paying the proper rate for all hours worked.
- The Court has not decided whether to finally approve the settlement. Payments will be made only after the Court approves the settlement and any appeals are resolved. Please be patient.
- The decision of whether to participate in, request to be excluded from, and/or object to the settlement is entirely yours. Sims will not retaliate against anyone for participating (or not participating) in the settlement.

YOUR RIGHTS AND OPTIONS REGARDING THE SETTLEMENT	
DO NOTHING AND RECEIVE YOUR SHARE OF THE SETTLEMENT AWARD	Do nothing. Automatically receive your settlement award. Release your claims against Sims. See section 11 below for more information about your settlement award. See section 14 below for more information about the release.
REQUEST TO BE EXCLUDED FROM THE SETTLEMENT	Ask to be excluded. Get no payment. Retain the right to file your own lawsuit for the same claims. See section 8 below.
OBJECT TO THE TERMS OF THE SETTLEMENT	File an objection that the settlement is unfair or inadequate. See section 9 below.

Please read this notice carefully. It describes your rights, and the steps you have to take, if any, to receive money from the settlement or to exclude yourself from the settlement.

BASIC INFORMATION

1. What is this notice about?

A settlement has been reached in a class action lawsuit against Sims that affects your rights. This notice explains the lawsuit, the proposed settlement, your rights, what benefits are available and how to get them. Judge Jon S. Tigar of the United States District Court for the Northern District of California, who is overseeing this class action, ordered that you be sent this notice.

2. What is the case about?

This class action, known as *Ricky Manier, Jr. v. Sims Group USA Corp.*, Case No. 4:19-cv-00718-JST, alleges that Sims failed to: pay its workers overtime wages at a higher regular rate during weeks when workers also earned non-discretionary incentives, including “Shift Pay.” The lawsuit also alleges that Sims did not provide these workers accurate itemized pay stubs. The lawsuit alleges that these practices violated the California Labor Code and the California Unfair Business Practices Act.

Sims denies these allegations and contends that it has fully complied with the law, including legal requirements relating to paying all wages due at termination.

3. What is a class action?

In a class action, one or more people called “class representatives” (in this case the plaintiff, Ricky Manier, Jr.) sue on behalf of other people who they allege have similar claims. The people together are called a “class” and individually are “class members.” One court resolves the issues for everyone in the class—except for those people who choose to exclude themselves from the class.

4. Why is there a settlement?

After settlement negotiations and the exchange of information and documents, the class representative and Sims have agreed to settle this case rather than go to trial. The settlement represents a compromise of disputed claims and is not an admission by Sims or a finding by the Court that Sims violated the law. The parties and their attorneys believe the settlement is in the best interests of the class given the risks and expense of going to trial.

5. Am I part of this class?

In preliminarily approving the settlement, the Court defined the class as anyone who falls within either of the following groups: (a) All of Sims’ past and present non-exempt California employees who were paid shift pay and overtime in the same workweek at any time from August 11, 2015 through September 2, 2021 (“Shift Differential Overtime Class”); and (b) All of Sims’ past and present California exempt and non-exempt employees who worked for Sims and were paid wages by Sims from January 3, 2018, through September 2, 2021 (“Wage Statement Class”). Employees who have not worked for Sims since they executed a general release of claims are not eligible to participate. Records indicate that you are a member of one of these classes. (If you have filed or want to file your own lawsuit and not be part of this settlement class, read Section 8 below).

YOUR RIGHTS AND OPTIONS

6. What does the settlement provide?

Sims has agreed to pay a total of \$1,000,000 to settle the claims in this case, including the costs of administering the settlement (estimated to not exceed \$8,300), attorneys’ fees up to \$300,000 as well as reasonable litigation expenses, and a “service award” to Plaintiff of up to \$10,000, all subject to the Court’s approval. A “service award” is a payment authorized by the Court to the named plaintiff in a class action in recognition of the time, effort, and risks the class representative has taken to prosecute the class action. In the event that the Court awards less than the requested amounts, the difference will be made available for distribution as part of the settlement fund.

7. How do I participate in the settlement?

You do not need to do anything to participate. You will automatically receive a settlement payment and release claims against Sims unless you request to be excluded from the settlement.

8. How do I request to be excluded from the settlement?

If you wish to be excluded from the settlement, you must write the settlement administrator at the address specified below and request to be excluded. The settlement administrator is a third party appointed by the Court to send this notice, process and issue settlement checks, and otherwise administer the settlement. You may contact the settlement administrator to provide updated contact information, make corrections regarding your employment information, or ask questions regarding the processing of settlement awards. You may contact the settlement administrator at:

Phoenix Settlement Administrators
P.O. Box 7208
Orange, CA 92863
Telephone: (800) 523-5773

Your request to be excluded from the settlement must include: (1) your name, (2) your written statement that you have read this notice and request to be excluded from the Settlement, and (3) your dated signature. **To be effective, your request must be postmarked no later than November 30, 2021.**

If you do not complete and timely mail a valid request to be excluded from the settlement, you will be bound by all terms and conditions of the settlement, including its release of claims. If you do submit a timely and valid request to be excluded, you will not receive any money from the settlement, but you will retain the right to sue Sims separately about the same legal claims in this lawsuit.

9. May I object to the settlement?

You can ask the Court to deny approval by filing an objection. You can't ask the Court to order a different settlement or change the terms of the settlement; the Court can only approve or reject the settlement. If the Court denies approval, no settlement payments will be sent out and the lawsuit will continue. If that is what you want to happen, you must object. Please be advised that you may also object to the attorneys' fees and costs sought by Plaintiff's counsel. Plaintiff's counsel intends to file the motion for attorneys' fees, costs, and enhancement award by November 10, 2021. It will be available for review for free on November 10, 2021, at <http://www.phoenixclassaction.com/>.

Any objection to the proposed settlement must be in writing. If you file a timely written objection, you may, but are not required to, appear at the Final Approval Hearing, either in person or through your own attorney. If you appear through your own attorney, you are responsible for hiring and paying that attorney. All written objections and supporting papers must (a) clearly identify the case name and number (*Manier v. Sims Metal Mgmt. Northwest*, Case No. 4:19-cv-00718-JST), (b) be submitted to the Court either by mailing them to the Class Action Clerk, United States District Court for the Northern District of California, 1301 Clay Street, 2nd Floor, Oakland, California, 94612, or by filing them in person at any location of the United States District Court for the Northern District of California, and (c) be filed or postmarked on or before December 16, 2021.

Your objection must include: (1) the case name and number: *Manier v. Sims Metal Mgmt. Northwest*, Case No. 4:19-cv-00718-JST; (2) your name, (3) the grounds for the objection, (4) a statement of whether you intend to appear at the final approval hearing, (5) a list of any documents or witnesses that support the objection, and (6) a dated signature. Your objection must also state whether it applies only to you personally, to one of the Settlement Classes, or to the entire class. To be effective, your objection must be mailed or filed with the Court no later than December 16, 2021. Do not telephone the Court or Sims counsel. You cannot object to the settlement and exclude yourself from the settlement. If the Court rejects your objection, you will still be bound by the terms of the settlement and you will not be able to exclude yourself from the settlement.

10. When will I receive my payment?

Payments will be sent approximately 25 business days after the Court gives the settlement its final approval if no objections are filed. If any objections are filed or if any appeal is filed, payments will be delayed until the time to appeal has expired or any appeals are finally resolved in favor of the settlement. Please be patient.

11. How will the Settlement Fund be distributed to Class Members?

The amount remaining in the settlement fund after settlement administration costs and other Court-approved payments described above are deducted (the “Net Settlement Amount”) will be distributed to all participating class members as follows: 80% of the Net Settlement amount shall be allocated to the Shift Differential Overtime Class and 20% of the Net Settlement Amount shall be allocated to the Wage Statement Class.

As to the Shift Differential Overtime Class, the Claims Administrator will calculate the amount of each individual’s award based on the number of weeks worked during August 11, 2015 through September 2, 2021 (“the Class Period”), as reflected by Defendant’s payroll data. Specifically, each Shift Differential Overtime Class Member’s Settlement Award will be calculated by multiplying the fraction x/y by the total of the Net Settlement Amount allocated to the Shift Differential Overtime Class, where “x” equals the total number of workweeks during the Class Period in which the Shift Differential Overtime Class Member was employed and receiving wages and “y” equals the total number of workweeks during the Class Period in which all Shift Differential Overtime Class Members were employed and receiving wages during the Class Period. As to the Wage Statement Class, the Claims Administrator will calculate the amount of each individual’s award based on the number of weeks worked between January 3, 2018, through September 2, 2021, as reflected by Defendant’s payroll data. Specifically, each Wage Statement Class Member’s Settlement Award will be calculated by multiplying the fraction x/y by the total of the Net Settlement Amount allocated to the Wage Statement Class, where “x” equals the total number of workweeks between January 3, 2018, through September 2, 2021 in which the Wage Statement Class Member was employed and receiving wages and “y” equals the total number of workweeks between January 3, 2018, through September 2, 2021 in which all Wage Statement Class Members were employed and receiving wages between January 3, 2018, through September 2, 2021. Checks will be valid for 180 days. Upon expiration of the 180-day period, your money will be sent to the California State Controller’s Office’s Unclaimed Property Fund and held in your name.

According to Sims’ records, you are a member of [Shift Differential Overtime Class or Wage Statement Class] and worked a total of ___ workweeks during the applicable period. **If this information is incorrect and you wish to correct it, you must submit a signed, written statement explaining why you dispute this information.** Attach copies (not originals) of any relevant documents supporting your dispute. You must mail the signed and completed statement to the settlement administrator at the address provided above in section 8 no later than November 30, 2021. **If your signed and completed statement is not postmarked by this date, you will not be able to dispute the calculation of your Settlement Share.** After consultation with you, Class Counsel, and Sims, the settlement administrator will make a final determination that will be binding on you and Sims that you will not be able to appeal. All determinations by the settlement administrator in calculating any individual award shall be final.

Based on the records supplied to the settlement administrator, your estimated settlement share is \$ _____. Please note that this amount may change depending on various factors, including the number of class members who request to be excluded from the settlement.

12. What happens if there is money left in the settlement fund?

Any money remaining after all payments are made under the settlement agreement (for example, if any settlement checks are not cashed within the appropriate timeframe) will be sent to the California State Controller’s Office in the name of the Class Member to whom the uncashed settlement payment check was addressed.

13. Will I have to pay taxes on my award?

The Shift Differential Overtime Class’ Settlement Awards shall be deemed to consist of 1/3 back wages, subject to normal payroll withholding, 1/3 interest, and 1/3 penalties. The Wage Statement Class’ Settlement Awards shall be deemed ½ penalties and ½ interest. You should consult a tax professional for more information about your own specific situation.

RELEASE OF CLAIMS

14. What claims are being released as part of the settlement?

Upon final approval of the settlement by the Court, and except as to such rights or claims as may be created by the settlement agreement, each class member will release Sims as follows:

For the Shift Differential Overtime Class: Any and all claims that accrued during the Class Period for the payment of unpaid overtime wages, including but not limited to, penalties (including, without limitation, penalties for alleged violations of California Labor Code sections 201, 202, 203, 204, 226, 510, 558, 1194 and 2698, *et seq.*), interest, costs, attorneys' fees, restitution, unjust enrichment, compensatory damages, liquidated damages, injunctive relief, and any other remedies available at law or equity for wages allegedly owed to Plaintiff and with respect to the Class Members only to the extent that such claims were asserted or could have been asserted in the Litigation based upon the facts alleged in the First Amended Complaint ("FAC") in this Litigation. The claims being waived include any and all claims, rights, demands or causes of action, that were brought or could have been brought in the Litigation on behalf of the Plaintiff and all members of the Settlement Class upon the facts alleged in the FAC under any state or local statutory or common law, including, but not limited to, California Labor Code §§ 201-203, 226, 226.3, 510, 558, and 1194, 1194.2, as well as the Private Attorneys General Act or "PAGA" (Labor Code § 2698, *et seq.*) based on the claims alleged in the FAC, all related provisions of the California Industrial Welfare Commission Wage Orders based on the claims alleged in the FAC, California Business and Professions Code § 17200 *et seq.* based on the claims alleged in the FAC, California Code of Civil Procedure § 1021.5, and the laws of contract, torts and equity.

For the Wage Statement Class: Any and all claims that accrued between January 3, 2018, through the date the Court grants Preliminary Approval, for inaccurate wage statements, including without limitation, any and all claims under Labor Code § 226 and derivative penalties under the PAGA, including Labor Code § 226.3, that were brought or could have been brought in the Litigation on behalf of the Plaintiff and all members of the Settlement Class upon the facts alleged in the FAC.

Additionally, in exchange for his Service award for serving as the Class Representative, Plaintiff is releasing any claim he had or could possibly have had against Sims.

FINAL SETTLEMENT APPROVAL HEARING

15. When will the Court consider whether to finally approve the settlement?

A final fairness hearing will be held by the Court at 2:00 p.m. on January 27, 2022 in Courtroom 6, 2nd Floor of the United States District Court for the Northern District of California, located at 1301 Clay Street, 2nd Floor, Oakland, California, 94612, to decide whether or not the proposed settlement is fair, reasonable and adequate. At that time, the Court will make a final decision regarding the settlement, as well as certification of the class for purposes of settlement, and will also decide whether to approve Class Counsel's request for attorneys' fees and reimbursement of costs, and the class representative payment.

It is not necessary for you to appear at this hearing. If you have timely submitted an objection to the settlement and a notice of intent to appear, you may appear at the hearing to argue your objection to the Court. Any attorney who will represent you must file a notice of appearance with the Court and serve the notice of appearance on Class Counsel and counsel for Sims, on or before January 6, 2022. You will be solely responsible for the fees and costs of your own attorney.

The hearing may be postponed without further notice to the Class. If the settlement is not approved, the lawsuit will continue to be prepared for trial or other judicial resolution.

THE LAWYERS REPRESENTING YOU

16. Do I have a lawyer in this case?

The Court has determined that the law firms of Diversity Law Group, P.C., Polaris Law Group LLP, Hyun Legal, APC, and Law Offices of Choi & Associates are qualified to represent you and the other class members. Lawyers for these firms are called “Class Counsel.” They are experienced in handling similar cases. Their contact information is as follows:

To Plaintiff:

DIVERSITY LAW GROUP, P.C. Larry W. Lee 515 S, Figueroa St., Suite 1250 Los Angeles, CA 90071 Tel: (213) 488-6555 Fax: (213) 488-6554	POLARIS LAW GROUP LLP William L. Marder 501 San Benito St., Suite 200 Hollister, CA 95023 Telephone: (831) 531-4214 Facsimile: (831) 634-0333
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HYUN LEGAL, APC Dennis S. Hyun 515 S, Figueroa St., Suite 1250 Los Angeles, CA 90071 Tel: (213) 488-6555 Fax: (213) 488-6554	LAW OFFICES OF CHOI & ASSOCIATES Edward W. Choi 515 S, Figueroa St., Suite 1250 Los Angeles, CA 90071 Telephone: (213) 381-1515 Facsimile: (213) 465-4885
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17. May I get my own lawyer?

You do not need to hire your own lawyer because Class Counsel is working on your behalf. Nonetheless, you may hire your own lawyer if you wish. If you hire your own lawyer, however, you are responsible for paying for that lawyer.

FURTHER INFORMATION

18. How do I get more information?

This notice summarizes the proposed settlement. For the precise terms and conditions of the settlement, please see the settlement agreement available at <http://www.phoenixclassaction.com/>, by contacting class counsel at their contact information listed above, by accessing the Court docket in this case, for a fee, through the Court’s Public Access to Court Electronic Records (PACER) system at <https://ecf.cand.uscourts.gov>, or by visiting the office of the Clerk of the Court for the United States District Court for the Northern District of California, 1301 Clay Street, Oakland, California, 94612, between 9:00 a.m. and 4:00 p.m., Monday through Friday, excluding Court holidays.

**PLEASE DO NOT TELEPHONE OR WRITE THE COURT, THE OFFICE OF THE CLERK, SIMS,
OR COUNSEL FOR SIMS FOR INFORMATION REGARDING THIS SETTLEMENT.**