

**NOTICE OF PROPOSED CLASS ACTION SETTLEMENT AND
HEARING DATE FOR COURT APPROVAL**

Jennifer Wise v. Springs Charter Schools, Inc. Case No. RIC2002359

As a person who attended a pre-employment meeting with Springs Charter Schools, Inc., River Springs Charter School, Inc., Empire Springs Charter School, Inc., Harbor Springs Charter School, Inc., Citrus Springs Charter School, Inc., Vista Springs Charter School, Inc., or Pacific Springs Charter School, Inc., you may be entitled to receive money from a class action settlement.

PSA ID: <<PSA ID>>

<<Name>>

<<Address1>>

<<Address2>>

<<City>>, <<State>> <<Zip Code>>

Please provide current address (if different) here:

The Riverside County Superior Court has authorized this Class Notice.

This is not a solicitation from a lawyer.

YOU MAY BE ENTITLED TO RECEIVE MONEY FROM A CLASS ACTION SETTLEMENT IF YOU ARE A PERSON WHO ATTENDED A PRE-EMPLOYMENT MEETING WITH SPRINGS CHARTER SCHOOLS, INC., RIVER SPRINGS CHARTER SCHOOL, INC., EMPIRE SPRINGS CHARTER SCHOOL, INC., HARBOR SPRINGS CHARTER SCHOOL, INC., CITRUS SPRINGS CHARTER SCHOOL, INC., VISTA SPRINGS CHARTER SCHOOL, INC., OR PACIFIC SPRINGS CHARTER SCHOOL, INC. BETWEEN JULY 21, 2016 AND JULY 27, 2023.

- A proposed settlement of \$530,000.00 (the “Gross Settlement Amount” or “GSA”) will be used to pay claims to: All persons who attended one of Defendants’ alleged pre-employment meetings during the “Class Period” of July 21, 2016 to July 27, 2023 (the “Class Members”). The Gross Settlement Amount includes (a) expenses and fees of the Settlement Administrator up to \$10,000.00; (b) a Class Representative Payment of \$5,000.00 to the Plaintiff Jennifer Wise as the class representative; (c) attorneys’ fees of up to \$176,666.67 and litigation expenses of up to \$15,000.00 to Class Counsel; and (d) \$4,000.00 allocated to settle claims brought pursuant to the Private Attorneys General Act, starting at California Labor Code Section 2698 (“PAGA”) (75% of which will go to the California Labor & Workforce Development Agency (“LWDA”) and 25% of which will go to Class Members). The Court must approve these payments at the Final Approval Hearing.
- Defendants will pay their portion of payroll taxes as the Class Members’ current or former employer separate and in addition to the GSA (including the employer’s payment of applicable FICA, FUTA, and SUI contributions, etc.) to the appropriate local, state, and federal taxing authorities. The Settlement Administrator will calculate the amount of the Participating Class Members’ and Defendants’ portion of payroll withholding taxes and forward those amounts to Defendants for payment.
- Defendants estimated for purposes of mediation that there are 1,176 Class Members for the period of July 21, 2016 through December 31, 2021.
- The settlement resolves a lawsuit entitled *Jennifer Wise v. Springs Charter Schools, Inc.* Case No. RIC2002359 (the “Action”) for Defendants’ alleged failure to pay wages, unauthorized and unlawful wage deductions, failure to provide meal periods, failure to authorize and permit rest periods, failure to indemnify for business expenses, failure to issue proper wage statements, failure to timely pay wages, failure to reimburse for preemployment testing, failure to maintain required payroll records, and other legal consequences that would follow from these failures, including claims under California’s Business & Professions Code and PAGA. This settlement avoids the costs and risks from continuing the Action, pays money to persons like you, and releases Defendants from alleged liability.
- The Court has not made a determination of the validity of the claims in the Action. Defendants deny any and all liability arising from any of the claims and contend that they are not responsible for a failure to pay wages, unauthorized and unlawful wage deductions, failure to provide meal periods, failure to authorize and permit rest periods, failure to indemnify for business expenses, failure to issue proper wage statements, failure to reimburse for preemployment testing, failure to timely pay wages, failure to maintain required payroll records, or related wrongs, and fully complied with all applicable laws.
- Each Participating Class Member will receive an equal share of the Net Settlement Amount. The value of each Class Member’s Individual Settlement Share ties directly to the one day they attended an alleged “pre-employment” meeting.
- Each Aggrieved Employee will receive an equal share of the Aggrieved Employees Amount. The value of each Aggrieved Employee’s Individual PAGA Payment Share ties directly to the one day they attended an alleged “pre-employment” meeting during the PAGA Period.

PLEASE READ THIS ENTIRE CLASS NOTICE CAREFULLY. YOUR LEGAL RIGHTS ARE AFFECTED BY IT.

HOW MUCH WILL I GET?	
It is expected that you will receive an Individual Settlement Share of approximately <<Individual Settlement Share amount>>from this Settlement. You will also receive an Individual PAGA Payment Share of approximately <<Individual PAGA Payment Share amount>> from this Settlement.	

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING	Receive a payment and give up your legal rights to pursue claims released by the settlement of the Action.
OPT OUT	Receive no payment and retain your legal rights to pursue claims that would otherwise be released by the settlement of the Action. However, you may not opt out of the PAGA Released Claims.
OBJECT TO THE SETTLEMENT	If you do not opt out, you may write to the Settlement Administrator, Phoenix Settlement Administrators, about why you do not like the settlement and they will forward your concerns to counsel which will then be provided to the Court.
DISPUTE THE CALCULATION	If you feel that you deserve a higher individual settlement amount under the settlement agreement, you may dispute the Settlement Administrator’s calculation by writing to the Settlement Administrator.
ATTEND A HEARING	You have the right to attend a fairness hearing that will be conducted by the Court and talk to the Court about the Settlement, but you are not required to attend.

IMPORTANT INFORMATION ABOUT THE PROPOSED SETTLEMENT

1. Why did I get this Class Notice?

You were sent this Class Notice because you have a right to know about the proposed settlement in the Action and about all of your options before the Court rules on whether to finally approve the settlement. If the Court approves the settlement, and after any objections and appeals are resolved, a “Settlement Administrator” appointed by the Court will make the payments that the settlement allows. This Class Notice explains the Action, the proposed settlement, your legal rights, and what benefits are available and how to receive them.

The Court in charge of this case is the Riverside County Superior Court. The person who sued is called “Plaintiff” and the organizations sued are called “Defendants.”

2. What is the Action about?

In the Action, Jennifer Wise (“Plaintiff”) alleged multiple violations of the California Labor Code, the California Business & Professions Code, and PAGA, including causes of action for: failure to pay wages, unauthorized and unlawful wage deductions, failure to provide meal periods, failure to authorize and permit rest periods, failure to indemnify for business expenses, failure to issue proper wage statements, failure to reimburse for preemployment testing, failure to timely pay wages, failure to maintain required payroll records, unfair competition under California’s Business & Professions Code, and claims for civil penalties for violations of the PAGA.

3. Why is there a settlement?

The parties disagree on the probable outcome of the case with respect to liability, damages, and how much money could be recovered if the Plaintiff won at trial. Defendants believe the Plaintiff would not prevail if this case went to trial. The Court has not decided in favor of the Plaintiff or Defendants. There has been no trial in this case. Instead, both sides recognize the risks, expenses, and disruption associated with continued litigation and they have therefore chosen to resolve their differences by entering into a settlement. By doing so, the parties can avoid the cost of a trial, yet Class Members are still entitled to receive payments if they comply with the instructions in this Class Notice. The parties entered into this settlement after arms-length negotiations while using the services of an experienced and neutral mediator. Plaintiff has also, in addition to this Class Action settlement, reached her own individual settlement regarding claims of retaliation for exercising her right to express breastmilk in the workplace, pursuant to Labor Code sections 1030, 1031 and 1034. The Plaintiff and Class Counsel believe that the proposed Class Action Settlement is fair and reasonable and is in the best interest of the Class Members.

The Court has determined only that there is sufficient evidence to suggest that the proposed settlement is fair, adequate, and reasonable, and that any final determination of any possible issues will be made at the final hearing.

4. What is a class action settlement?

The Court must approve the terms of the proposed settlement as fair and reasonable. Once approved, the settlement will affect all Class Members, except those who have properly opted out. This Class Notice explains your legal rights, the terms of the settlement, what you must do to participate, and the amount of money you may receive. Please read this entire Class Notice carefully.

5. What should I do?

You can do nothing, and if you are entitled to a payment, you will be paid. Be mindful, however, that if this Class Notice reaches you and the address where you now live is different, you need to contact the Settlement Administrator and provide updated information so that any future correspondence or the settlement check itself reaches you and is not returned as an address unknown.

6. How much will my payment be?

After all fees and costs are taken as set forth under the Settlement Agreement, which is available for review (attached as Exhibit 25 to the Amended Declaration of David Spivak in Support of the Renewed Motion for Preliminary Approval, filed on June 26, 2023, in Riverside Superior Court, <https://www.riverside.courts.ca.gov>), the remainder will be used to pay Class Members an equal payment based on the number of Class Members (“Pro-Rata Share”).

The Settlement Administrator shall determine by how many Class Members there are, though Defendants estimate there to be 1,176 Class Members.

Your estimated payment(s) is listed above, on page 2 of this document. If you do not dispute your calculation, and do not opt out of the settlement, you will be bound by the settlement and receive a settlement payment. **In other words, you do not need to take any action to receive a settlement payment.**

If you wish to dispute the amount of your Individual Settlement Share or Individual PAGA Payment Share or anything else about your employment status, you must write to the Settlement Administrator indicating what you believe is incorrect and return it on or before October 2, 2023 via U.S. Mail with proof of the submission date (such as a postmark or delivery service date stamp). If the Settlement Administrator re-mailed your Class Notice to a new address, you will have additional 15 days from the date of the re-mailed Class Notice to write to the Settlement Administrator to dispute your information. You may also send any documents or other information that you contend supports your belief that the information set forth above is incorrect. The Settlement Administrator will resolve any dispute based upon Defendants’ records and any information you provide. Please be advised that the information on this Notice is presumed to be correct unless the documents you submit are company records from Defendants.

7. When would I get my payment?

The Court will hold a hearing on November 28, 2023 at 8:30 a.m. to decide whether to approve the proposed settlement. If the Court approves the settlement and anyone objects, there may be appeals. It is always uncertain when these objections and appeals can be resolved, and resolving them can take time. To check on the progress of the settlement, call the Settlement Administrator at (800) 523 5773, or contact Class Counsel (see below for Class Counsel’s contact information.). Please be patient.

You will have 180 days to cash your settlement check. If a mailed individual settlement payment is not cashed by July 01, 2024 (within 180 days of the date printed on the check), all uncashed funds will be paid to Legal Aid at Work.

8. What am I releasing?

The Released Claims are all claims stated in and based on the facts alleged in the Complaint, the First Amended Complaint, the Second Amended Complaint, the Third Amended Complaint, and the Fourth Amended Complaint from July 1, 2016 through July 27, 2023. The PAGA Released Claims are all claims stated in or based upon the facts alleged in the Complaint, the First Amended Complaint, the Second Amended Complaint, the Third Amended Complaint, and the Fourth Amended Complaint, under PAGA from April 29, 2019 through July 27, 2023.

If you do not exclude yourself from the settlement (according to the procedures explained below), you will release certain claims as follows:

As of the Effective Final Settlement Date, Class Members who do not submit a timely and valid request for exclusion release the Defendants and any of Defendants’ respective officers, directors, employees, and agents (the “Released Parties”) from the Released Claims. Participating Class Members agree not to sue or otherwise make a claim in any forum against any of the Released Parties for any of the Released Claims.

Class members who do not opt out of the settlement will release all claims stated in or based upon the facts alleged in the Complaint, the First Amended Complaint, the Second Amended Complaint, the Third Amended Complaint, and the Fourth Amended Complaint from July 1, 2016 through July 27, 2023

The release provisions of this Settlement will not take effect until Defendants have paid the Gross Settlement Amount in full per this Settlement Agreement.

You cannot request exclusion from the PAGA Released Claims.

Under the Settlement, Plaintiff Jennifer Wise separately releases all claims she has against the Defendant including claims and prayers for relief stemming from the exercise of her rights under Labor Code sections 1030, 1031, and 1033, which are subject to a separate confidential settlement agreement between Plaintiff and the Defendants which the Parties will make available upon request of the Court.

9. How can I opt out of this settlement?

You can opt out of this settlement and retain your rights. To do so, you must send a letter by mail to the Settlement Administrator with the following sentence, or something similar, stating: "I request to be excluded from the class action proceedings in the matter of *Jennifer Wise v. Springs Charter Schools, Inc.*, Case No. RIC2002359." You may use the enclosed "Election not to Participate in Settlement Form" for this purpose. You will have **60 days** from the date of mailing of this Class Notice to do so. Your Opt-Out request must be in writing and mailed to the Settlement Administrator, Phoenix Settlement Administrators, P.O. Box 7208, Orange, CA 92863 and be postmarked no later than October 2, 2023, or it will not be considered and you will be bound by the settlement. If the Settlement Administrator re-mailed your Class Notice to a new address, you will have additional 15 days from the date of the re-mailed Class Notice to opt out. You must include your full name (and former names, if any) and address in your request and you must sign the written request. However, you cannot opt-out of the PAGA Released Claims and will receive your pro-rata share of the PAGA Penalties whether or not you opt out of the settlement.

10. Do I have a lawyer in this case?

The Court has appointed David G. Spivak of the Spivak Law Firm, 8605 Santa Monica Bl, PMB 42554, West Hollywood, CA 90069, Telephone: (213) 725-9094, david@spivaklaw.com, and Walter L. Haines of United Employees Law Group to represent you and other Class Members in the Action. These lawyers are called Class Counsel. They will be compensated from the Gross Settlement Amount as discussed in this Class Notice. If you want to be represented by your own lawyer, you may hire one at your own expense.

11. How will the lawyers be paid?

Class Counsel will ask the Court to award them fees of approximately 33 and 1/3% (one-third) of the Gross Settlement Amount, estimated to be \$176,666.67. Class Counsel will also ask the Court to award them costs of not more than \$15,000.00 incurred in connection with the Action. The Court may choose to award less than the amount requested by Class Counsel.

12. How do I tell the Court that I do not like the settlement?

You can ask the Court to deny approval by objecting. You cannot ask the Court to order a larger settlement; the Court can only approve or deny the settlement. If the Court denies the settlement, no settlement payments will be sent out and the Action will continue. If that is what you want to happen, you must object.

You may object to the proposed settlement in writing or in person. You may also 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 paying that attorney. All written objections and supporting papers should (a) clearly identify the case name and number (*Jennifer Wise v. Springs Charter Schools, Inc.*, Case No. RIC2002359), (b) be submitted to the Settlement Administrator by mailing them to the Settlement Administrator, Phoenix Settlement Administrators, P.O. Box 7208, Orange, CA 92863, and (c) be postmarked on or before October 2, 2023. If the Settlement Administrator re-mailed your Class Notice to a new address, you will have additional 15 days from the date of the re-mailed Class Notice to object. Class Members may appear at the final approval hearing to be heard by the Court, even if they have not previously served a written objection.

13. When and where will the Court decide whether to approve the settlement?

The Court will hold a fairness hearing on November 28, 2023 at 8:30 a.m. in Department 1 at the Riverside County Superior Court, Riverside Historic Courthouse, 4050 Main Street, Riverside, CA 92501 (The Honorable Harold Hopp presiding). At this hearing, the Court will consider whether the settlement is fair, reasonable, and adequate. If there are objections that were properly made, the Court will consider them. The Court will listen to people who ask to speak at the hearing. The Court may also decide how much to pay to Class Counsel. At or after the hearing, the Court will decide whether to approve the settlement. We do not know how long this decision will take.

14. Do I have to come to the hearing?

No. Class Counsel will answer any questions that the Court may have. But, you are welcome to come at your own expense. If you sent an objection, you do not have to come to Court to talk about it. As long as you timely mailed your written objection, the Court will consider it. You may also pay your own lawyer to attend, but it is not required.

15. May I speak at the hearing?

Regardless of whether you properly objected to the settlement, you may speak at the fairness hearing.

16. What happens if I do nothing at all?

You will participate in the settlement and receive payment. You will be bound by the release as set forth herein.

GETTING MORE INFORMATION

You can find the following documents at <https://www.phoenixclassaction.com/river-springs-charter-school/>:

- a. The Second Amended Joint Stipulation and Settlement Agreement filed with the Court on June 26, 2023, and attached as Exhibit 25 to the Declaration of David Spivak.
- b. The Court's Order Preliminarily Approving the Second Amended Joint Stipulation and Settlement Agreement dated June 26, 2023.
- c. Notice of Proposed Class Action Settlement and Hearing Date for Court Approval filed with the Court on June 26, 2023.
- d. The Election Not to Participate in Settlement form filed with the Court on June 26, 2023.
- e. The Objection form filed with the Court on June 26, 2023.
- f. The Motion for Preliminary Approval of the Joint Stipulation and Settlement Agreement filed with the Court on October 3, 2022.
- g. The Declaration of David Spivak in support of the Motion for Preliminary Approval of the Joint Stipulation and Settlement Agreement filed with the Court on October 3, 2022.
- h. The Declaration of Walter Haines in support of the Motion for Preliminary Approval of the Joint Stipulation and Settlement Agreement filed with the Court on October 3, 2022.
- i. The Declaration of Lara Besser in support of the Motion for Preliminary Approval of the Joint Stipulation and Settlement Agreement filed with the Court on October 3, 2022.
- j. The Declaration of Michael Moore on Behalf of Administrator with Respect to Qualifications of Class Administration filed with the Court on October 3, 2022.
- k. The Declaration of Joan Graff (Legal Aid at Work) filed with the Court on October 3, 2022.
- l. The Supplemental Briefing in support of the Motion for Preliminary Approval of the First Amended Joint Stipulation and Settlement Agreement filed with the Court on April 10, 2023.
- m. The Supplemental Declaration of David Spivak in support of the Supplemental Briefing for the Motion for Preliminary Approval of the First Amended Joint Stipulation and Settlement Agreement filed with the Court on April 10, 2023.
- n. The Supplemental Declaration of Walter Haines in Support of the Supplemental Briefing for the Motion for Preliminary Approval of the First Amended Joint Stipulation and Settlement Agreement filed with the Court on April 10, 2023.
- o. The Supplemental Briefing in support of the Renewed Motion for Preliminary Approval of the Second Amended Joint Stipulation and Settlement Agreement filed with the Court on June 26, 2023.
- p. The Amended Declaration of David Spivak in support of the Supplemental Briefing for the Renewed Motion for Preliminary Approval of the Second Amended Joint Stipulation and Settlement Agreement filed with the Court on June 26, 2023.
- q. The Amended Declaration of Walter Haines in support of the Supplemental Briefing for the Renewed Motion for Preliminary Approval of the Second Amended Joint Stipulation and Settlement Agreement filed with the Court on June 26, 2023.
- r. The Supplemental Declaration of Lara Besser in support of the Renewed Motion for Preliminary Approval of the Joint Stipulation and Settlement Agreement filed with the Court on June 26, 2023.

This Class Notice summarizes the proposed settlement. You may call or contact Class Counsel or the Settlement Administrator if you would like more information about the case. You may call (800) 523-5773 or write the Settlement Administrator, Phoenix Settlement Administrators, located at P.O. Box 7208, Orange, CA 92863.

You can also access the Riverside County Superior Court's Online Services at <https://www.riverside.courts.ca.gov/OnlineServices/online-services.php>, or by visiting the Clerk's Office at the Riverside County Superior Court, Riverside Historic Courthouse, 4050 Main Street, Riverside, CA 92501), between 7:30 a.m. and 4:00 p.m., Monday through Friday, excluding Court holidays.

PLEASE DO NOT TELEPHONE THE COURT OR THE COURT CLERK'S OFFICE TO INQUIRE ABOUT THIS SETTLEMENT OR THE CLAIM PROCESS.