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

Bernard Germani v. Alaska Airlines, Inc.
San Francisco Superior Court Case No. CGC-25-628000

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.

You may be eligible to receive money from an employee class action lawsuit ("Action") against Alaska Airlines, Inc. ("Defendant" is used herein as a placeholder) for alleged wage and hour violations. The Action was filed by current employee Bernard Germani ("Plaintiff") and seeks (1) relief for a class of all current and former Flight Attendants employed by Defendant and based in California at any time during the Class Period (November 22, 2024 to March 14, 2026) ("Class Members"); and (2) penalties under the California Private Attorneys General Act ("PAGA") for all current and former Flight Attendants employed by Defendant and based in California at any time during the PAGA Period (November 22, 2024 to March 14, 2026) ("PAGA Group Members").

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

Based on Defendant's records, and the Parties' current assumptions, **your Individual Settlement Payment is estimated to be <<$MERGED_AWARD>> (less withholding) and your Individual PAGA Amount is estimated to be << $MERGED_PAGAAWARD>>.** The actual amount you may receive likely will be different and will depend on a number of factors.

The above estimates are based on Defendant's records showing that **you worked <<MERGED_WWks>> workweeks** during the Class Period and **you worked <<MERGED_PPs>> pay periods** during the PAGA Period. If you believe that you worked more workweeks and/or pay periods during either period, you can submit a challenge by the deadline date. See Section 4 of this Notice.

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 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 Plaintiff and Plaintiff's 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 PAGA Group Members to give up their rights to assert certain claims against Defendant.

If you were employed by Defendant as a Flight Attendant and based in California 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 Settlement Payment and/or an Individual PAGA Amount. As a Participating Class Member, though, you will give up your right to assert the Released Class Claims and Released PAGA Claims against Defendant.

(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 Settlement Payment. You will, however, preserve your right to personally pursue the Released Claims against Defendant, and, if you are a PAGA Group Member, remain eligible for an Individual PAGA Amount. You cannot opt-out of the PAGA portion of the proposed Settlement.

Defendant will not retaliate against you for any actions you take with respect to 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 Settlement Payment and an Individual PAGA Amount (if any). In exchange, you will give up your right to assert the wage and hour claims against Defendant that are covered by this Settlement (Released Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement **The Opt-out Deadline is**	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 Settlement Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice.

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December 28, 2026	You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Amounts to all PAGA Group Members and the PAGA Group Members must give up their rights to pursue Released Claims (defined below).
Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement **Written Objections Must be Submitted by** **December 28, 2026**	All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed Settlement either in writing or by appearing at the Final Approval hearing, regardless of whether they first submitted a written objection. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 7 of this Notice.
You Can Participate in the March 4, 2027, Final Approval Hearing	The Court's Final Approval Hearing is scheduled to take place on March 4, 2027. 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 8 of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods **Written Challenges Must be Submitted by** **December 28, 2026**	The amount of your Individual Settlement Payment and Individual PAGA Amount (if any) depend on how many workweeks you were based in California and received pay for time worked during the Class Period, provided, however, that each Participating Class Member shall receive at least a minimum Individual Settlement Payment equivalent to the figure paid to those Class Members who had one Workweek during the Class Period; and how many Pay Periods you were based in California and received pay for time worked during the PAGA Period, provided, however, that each PAGA Group Member shall receive at least a minimum Individual PAGA Amount equivalent to the figure paid to those PAGA Group Members who had one pay period during which they received pay for time worked during the PAGA Period, respectively. The number of Individual Workweeks and number of Individual PAGA 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 dispute it by December 28, 2026. See Section 4 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a current employee of Defendant. The Action accuses Defendant of violating California labor laws by failing to pay overtime wages, minimum wages, sick pay, wages due upon termination and reimbursable expenses and failing to provide meal periods, rest breaks, accurate itemized wage statements, accurate payroll and timekeeping records, and required information at the time of hiring to Flight Attendants based in California. Based on the same claims, Plaintiff has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) ("PAGA"). Plaintiff is represented by attorneys in the Action: Christina M. Lucio, Mitchell Murray, and Nicholas Schieffelin of EmpLaw, LLP ("Class Counsel.")

Defendant strongly denies the allegations and contends it complied with all applicable laws.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether Defendant or Plaintiff is correct on the merits. In the meantime, Plaintiff and Defendant hired an experienced, neutral mediator in an effort to resolve the Action by negotiating to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement ("Agreement") and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff 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. The Court preliminarily approved the proposed Settlement, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

A. Defendant Will Pay $1,900,000.00 as the Gross Settlement Amount (Gross Settlement). Defendant has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement to pay the Individual Settlement Payments, Individual PAGA Amounts, Class Representative Enhancement Payment, Class Counsel's attorney's fees and expenses, the Administrator's expenses, and penalties to be paid to the California Labor and Workforce Development Agency ("LWDA").

B. Court Approved Deductions from Gross Settlement. At the Final Approval Hearing, Plaintiff 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:

i. Up to $633,333.33 (one-third (1/3) of the Gross Settlement) to Class Counsel for attorneys' fees and up to $30,000.00 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.

ii. Up to $15,000.00 as a Class Representative Enhancement Payment for filing the Action, working with Class Counsel and representing the Class. A Class Representative Enhancement Payment will be the only monies Plaintiff will receive other than Plaintiff's Individual Settlement Payment and any Individual PAGA Amount.

iii. Up to $19,950.00 to the Administrator for services administering the Settlement.

iv. Up to $95,000.00 for PAGA Penalties, allocated 65% to the LWDA Payment and 35% in Individual PAGA Amounts to the PAGA Group Members based on their Individual PAGA Pay Periods.

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

C. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement (the "Net Settlement") by making Individual Settlement Payments to Participating Class Members based on their Class Period Workweeks.

D. Taxes Owed on Payments to Class Members. Plaintiff and Defendant are asking the Court to approve an allocation of 10% of each Individual Settlement Payment to taxable wages ("Wage Portion") and 90% to interest and penalties, etc. ("Non-Wage Portion"). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. (Defendant will separately pay employer payroll taxes it owes on the Wage Portion.) The Individual PAGA Amounts are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Amounts and the Non-Wage Portions of the Individual Settlement Payments on IRS 1099 Forms.

E. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Settlement Payments and Individual PAGA Amounts 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 monies will be deposited with the California Controller's Unclaimed Property Fund in your name. If the monies represented by your check is sent to the Controller's Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.

F. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than December 28, 2026, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the December 28, 2026, Response Deadline. The Request for Exclusion should be a letter or email from a Class Member or his/her representative setting forth a Class Member's name, present address, telephone number, and a simple statement electing to be excluded from the Settlement, along with a verifiable signature. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Settlement Payments, but will preserve their rights to personally pursue wage and hour claims against Defendant.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Amounts and are required to give up their right to assert the Released PAGA Claims against Defendant.

G. 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. Plaintiff 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.

H. 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 Workweeks, 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.

I. Participating Class Members' Release. Each Class Member who does not timely opt-out of the settlement, on behalf of themselves, their heirs, executors, administrators, attorneys, agents, and assigns shall fully and finally release and discharge Defendant and its former, present, and future parents, subsidiaries, affiliated corporations and entities, successors, and each of their respective current, former, and future officers, directors, members, managers, employees, and other agents ("Released Parties"), from any and all claims, rights, demands, liabilities, and causes of action of any kind arising from the alleged violation of any provision of common law, California law and/or federal law that occurred during the Class Period that were pled in the Operative Complaint or Plaintiff's LWDA letter, or which could have been pled based on the facts alleged in the Operative Complaint or Plaintiff's LWDA letter, including claims for: failure to pay all minimum, overtime and reporting time wages, including with respect to the rate at which such wages are paid (Cal. Lab. Code §§ 204, 210, 216, 510, 558, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, and applicable sections of the relevant Order of the Industrial Welfare Commission); meal and rest period violations, including with respect to the rate at which premiums are paid (Cal. Lab. Code §§ 218.6, 226.7, 512, 1194, 1198, and applicable sections of the relevant Order of the Industrial Welfare Commission); failure to timely pay all wages (Cal. Lab. Code §§ 201, 201.3, 202, 203, 204, 204b, 204.1, 204.2, 204.11, 205, 205.5, 210, 1197.5); failure to provide sick pay or properly pay sick time, including with respect to the rate at which it was paid (Cal. Lab. Code § 246); failure to reimburse all necessary business expenses (Cal. Lab. Code §§ 2800, 2802); violation of the IWC California Wage Orders; violation of the Unfair Competition Law (Cal. Bus. & Prof. Code § 17200 et seq.); failure to provide accurate wage statements (Cal. Lab. Code §§ 226, 226.3, 1174, 1175); failure to maintain records (Cal. Lab. Code §§ 226, 226.3, 1174, 1174.5); failure to provide required information at time of hiring (Cal. Lab. Code § 2810.5); Code of Civil Procedure § 1021.5; and any damages, penalties, restitution, disgorgement, interest, costs, or attorneys' fees as a result thereof that arose during the Class Period ("Released Class Claims"). The Released Class Claims do not include claims to enforce this Agreement or claims that may not be released as a matter of law, including, for example, claims for vested benefits under an ERISA, 401(k), or similar plan, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside of the Class Period.

J. PAGA Group Members' Release.
All PAGA Group Members waive, fully release and forever discharge the Released Parties from any and all claims under PAGA arising from the facts alleged and claims pled in the Operative Complaint or Plaintiff's LWDA letter, or that could have been asserted based on the facts alleged in the Operative Complaint or Plaintiff's LWDA letter, including, but not limited to, claims for: failure to pay all minimum, overtime and reporting time wages, including with respect to the rate at which such wages are paid (Cal. Lab. Code §§ 204, 210, 216, 510, 558, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, and applicable sections of the relevant Order of the Industrial Welfare Commission); meal and rest period violations, including with respect to the rate at which premiums are paid (Cal. Lab. Code §§ 218.6, 226.7, 512, 1194, 1198, and applicable sections of the relevant Order of the Industrial Welfare Commission); failure to timely pay all wages (Cal. Lab. Code §§ 201, 201.3, 202, 203 204, 204b, 204.1, 204.2, 204.11, 205, 205.5, 210, 1197.5); failure to provide sick pay or properly pay sick time, including with respect to the rate at which it was paid (Cal. Lab. Code § 246); failure to reimburse all necessary business expenses (Cal. Lab. Code §§ 2800, 2802); violation of the IWC California Wage Orders; failure to provide accurate wage statements (Cal. Lab. Code §§ 226, 226.3, 1174, 1175); failure to maintain records (Cal. Lab. Code §§ 226, 226.3, 1174, 1174.5); failure to provide required information at time of hiring (Cal. Lab. Code § 2810.5); Code of Civil Procedure § 1021.5; and any damages, penalties, restitution, disgorgement, interest, costs, or attorneys' fees as a result thereof, that arose during the PAGA Period ("Released PAGA Claims"). The Released PAGA Claims and the Released Class Claims are collectively referred to as the "Released Claims."

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

A. Individual Settlement Payments. The Administrator will calculate Individual Settlement Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked during the Class Period by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member. Provided, however, that each Participating Class Member shall receive at least a minimum Individual Settlement Payment equivalent to the figure paid to those Class Members who had one Workweek during the Class Period.

B. Individual PAGA Amounts. The Administrator will calculate Individual PAGA Amounts by (a) dividing $33,250.00 by the total number of PAGA Group Pay Periods worked by all PAGA Group Members and (b) multiplying the result by the number of Individual PAGA Pay Periods worked by each individual PAGA Group Member. Provided, however, that each PAGA Group Member shall receive at least a minimum Individual PAGA Amount equivalent to the figure paid to those PAGA Group Members who had one pay period during which they received pay for time worked during the PAGA Period.

C. Workweek/Pay Period Disputes. The number of Individual Workweeks you worked during the Class Period and the number of Individual PAGA Pay Periods you worked during the PAGA Period, as recorded in Defendant's records, are stated in the first page of this Notice. You have until December 28, 2026, to dispute the number of Workweeks and/or Pay Periods credited to you. You can submit your dispute by signing and sending a letter to the Administrator via mail, email or fax. Section 9 of this Notice has the Administrator's contact information.

You need to support your dispute by sending copies of pay stubs or other records. The Administrator will accept Defendant's calculation of Workweeks 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 Workweek and/or Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendant's Counsel. The Settlement Administrator must inform the Class Member who submitted the challenge of its determination within 7 days of receipt of a challenge. The Court has the power to make the final determination on challenges.

5. HOW WILL I GET PAID?

Each individual eligible for payment under this Settlement will receive only one check, as follows:

A. Participating Class Members. The Administrator will send, by U.S. mail, one check to every Participating Class Member (i.e., every Class Member who doesn't opt-out) including those who also qualify as PAGA Group Members. This check will combine the Individual Settlement Payment and the Individual PAGA Amount.

B. Non-Participating Class Members. The Administrator will send, by U.S. mail, one Individual PAGA Amount check to every PAGA Group Member who opts out of the Class Settlement (i.e., every Non-Participating Class Member who is also a PAGA Group member).

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

6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Submit a written and signed letter or email with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, including a personalized or otherwise verifiable electronic signature for an email, identify the Action as *Bernard Germani v. Alaska Airlines, Inc.* and include your identifying information (full name, address, telephone number, and approximate dates of employment for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must be sent your request to be excluded by December 28, 2026, or it will be invalid.** Section 9 of the Notice has the Administrator's contact information.

7. 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 Plaintiff and Defendant are asking the Court to approve. At least 16 business days before the March 4, 2027, Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Fees, Litigation Expenses and Service Award stating (i) the amount Class Counsel is requesting as a Class Representative Service Award. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice) will send you copies of these documents at no cost to you. You can also view them on the Administrator's Website https://ilymgroup.com/Alaska Airlines or the Court's website https://sf.courts.ca.gov/online-services/case-information.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Fees, Litigation Expenses and Service Award may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. **The deadline for sending written objections to the Administrator is December 28, 2026**. Objection can be made via mail, fax, or email, and must include a verifiable signature, including an electronic signature. 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 *Bernard Germani v. Alaska Airlines, Inc.* and include your name, current address, telephone number, and approximate dates of employment for Defendant and sign the objection. Section 9 of this Notice has the Administrator's contact information.

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. A participating class member can appear and object at the Final Approval Hearing without first submitting a written objection. See Section 8 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing on March 4, 2027, at 9:00 a.m. in Department 304 of the San Francisco County Superior Court, located at 400 McAllister St., San Francisco, CA 94102. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to Class Counsel, Plaintiff, and the Administrator. The Court will invite comment from objectors, Class Counsel and Defense Counsel before making any decisions. You can attend (or hire a lawyer to attend) either personally or telephonically via the Public Access Telephone Lines, available at https://sf.courts.ca.gov/online-services/courtroom-public-access-telephone-lines. Check the Court's website for the most current information.

It's possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website https://ilymgroup.com/Alaska Airlines beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendant and Plaintiff have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment or any other Settlement documents is to go to ILYM Group, Inc.'s website at https://ilymgroup.com/Alaska Airlines. You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Superior Court website by going to (https://sf.courts.ca.gov/online-services/case-information) and entering the Case Number for the Action, Case No. CGC-25-628000. You can also make an appointment to personally review court documents in the Clerk's Office at the Civic Center Courthouse by calling (415) 551-4000.

DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.

Class Counsel:
Name of Attorney: Christina M. Lucio, Mitchell Murray, and Nicholas Schieffelin
Email Address: christina@emplawllp.com
Name of Firm: EmpLaw, LLP
Mailing Address: 2235 Encinitas Blvd., Suite 210, Encinitas, CA 92024
Telephone: (760) 942-9433

Settlement Administrator:
ILYM Group, Inc.
P.O. Box 2031
Tustin, CA 92781
Telephone: (888) 250-6810
Fax: (888) 845-6185
Email: info@ilymgroup.com

10. WHAT IF I LOSE MY SETTLEMENT 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. If your check is already void you should consult the Unclaimed Property Fund https://www.sco.ca.gov/Files-UPD/guide_upd_claiming.pdf for instructions on how to retrieve the funds.

11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.