

NOTICE OF YOUR RIGHT TO PARTICIPATE IN CLASS ACTION SETTLEMENT

TO: All Migrant Packing Facility Workers who worked over 40 hours in at least one workweek for Defendants in Virginia anytime between July 1, 2021 and June 30, 2022 (“Class Members”).

October 21, 2024

On June 20, 2023, Marie Thermanite Louis and Monique Bertrand (collectively, “Plaintiffs”) sued LFC Agricultural Services, Inc., Kuzzens, Inc., and Six L’s Packing Company, Inc. (collectively, “Defendants”) in federal court in Virginia on behalf of themselves and certain other employees of Defendants. In doing so, Plaintiffs claim that Defendants failed to pay overtime wages to the migrant packing facility workers who performed work for them in Virginia between July 2021 and June 2022. Defendants deny the claims and assert, among other defenses, that Plaintiffs and the Class Members were properly paid.

In order to avoid the time and expense of litigation, Plaintiffs and Defendants have now decided to enter into a settlement, and the Court has approved the terms of the settlement (including the distribution of this Notice). The Court has not decided whether Plaintiffs or Defendants would have won the lawsuit, and the fact that the Court approved this Notice does not imply that it agreed with Plaintiffs’ claims or Defendants’ defenses.

According to the terms of the settlement, each Class Member is entitled to a settlement payment based on his/her alleged overtime damages. According to the agreed upon calculation formula, you are eligible to receive the amount stated in “**SCHEDULE A**” attached hereto. You have the following rights and options:

YOU CAN DO NOTHING:	You will be bound by the settlement, you will receive your settlement payment, and you will release Defendants from all wage & hour claims arising in Virginia between July 2021 and June 2022.
YOU CAN EXCLUDE YOURSELF (“OPT-OUT”):	<p>You will not be bound by the settlement, you will not receive any payment from the settlement, and you will not release any claims against Defendants.</p> <p>If you wish to exclude yourself, you must inform the Settlement Administrator of your request to opt-out by December 11, 2024. Your request must be in writing and contain your name and any current address, email address, and telephone number. It must be signed and provided to:</p> <p>ILYM Group, Inc. P.O. Box 2031 Tustin, CA 92781 Telephone: (888) 250-6810 Fax: (888) 845-6185 Email: claims@ilymgroup.com</p>
YOU CAN OBJECT:	<p>If you do not exclude yourself, you can object to the settlement if you wish to do so. By objecting, you will be asking the Court not to approve the settlement or the settlement payments. If you want to object to the settlement, you must file your objection with the United States District Court for the Eastern District of Virginia by December 21, 2024, at this address:</p> <p>Clerk of Court United States District Court for the Eastern District of Virginia - Norfolk Division 600 Granby Street Norfolk, VA 23510</p> <p>A copy of the objection must also be sent to the Plaintiffs’ attorneys at:</p> <p>Kristin Donovan, Esq. Legal Aid Justice Center 6402 Arlington Blvd., Suite 1130 Falls Church, VA 22042</p> <p>A copy of the objection must also be sent to the Defendants’ attorneys at:</p> <p>Kathryn Bonorchis, Esq. Lewis Brisbois Bisgaard & Smith, LLP 100 Light Street, Suite 1300 Baltimore, MD 21202</p>

We expect payments to be made to all those who do not opt-out on or around February 2025. If you prefer to receive payment by Venmo rather than having a physical check mailed to your address, please provide the Settlement Administrator with your Venmo information by **December 11, 2024**.

Once the settlement checks have been mailed, the Class Members will have two hundred and forty (240) days to cash those checks. After 240 days, the Settlement Administrator will void any uncashed checks and deposit any unclaimed money into Virginia's Unclaimed Property Fund in the name of the Class Members to whom the payments were originally issued.

This settlement is the result of arms-length negotiations between Plaintiffs and Defendants and their respective attorneys. Both sides agree that this settlement is fair and reasonable under the circumstances.

Both an audio version of this Notice in English, Spanish, and Haitian Creole and the full settlement agreement are available on the Settlement Administrator's website at: <https://ilymgroup.com/LFCAgricultal>. If you have any questions regarding this Notice or the settlement generally, please feel free to contact the Settlement Administrator using the contact information listed above or contact Plaintiffs' attorneys at:

Kristin Donovan, Esq.
Legal Aid Justice Center
6402 Arlington Blvd., Suite 1130
Falls Church, Virginia 22042
Cell/WhatsApp: 434-242-1494

Additionally, if your address changes or is different from the one on the envelope enclosing this notice, please promptly inform the Settlement Administrator listed above.

DO NOT CONTACT THE COURT OR THE JUDGE WITH ANY QUESTIONS ABOUT THE SETTLEMENT OR THE LAWSUIT.