

**TIME-SENSITIVE, COURT-AUTHORIZED NOTICE**

**\* \* \* This is not an advertisement from a lawyer. \* \* \***

**If you worked for Oracle at any time between October 19<sup>th</sup> 2015- Present Day, YOU MAY BE ENTITLED TO JOIN A LAWSUIT FOR UNPAID OR UNTIMELY WAGES AND MONEY DAMAGES.**

**1. Why am I getting this notice?**

A lawsuit was filed in California Beseiso vs. Oracle for unpaid or untimely wages. The Court has not ruled which party will win. You may be able to make a claim in the lawsuit if:

- You worked for Oracle during any pay period (between **October 19<sup>th</sup> 2015- Present Day**);
- When you first hired, Oracle provided you with a (*Labor Code § 2810.5*) notice which specified your regular and overtime rate of pay; and
- You were not paid in full for all hours you worked during during the pay period in which the wages were supposed to be paid (your manger prohibited you from entering all you hours on your timesheets or otherwise) even if you were eventually paid these wages.

**You have the right to join this lawsuit even if you already signed any statement denying that you are owed any overtime, or if you have signed an agreement that claims to release any claim you may have for unpaid or untimely wages under California state law.**

**2. What are my options?**

During the course of this lawsuit, you were identified as a person who worked for Oracle who may be in the group of workers covered by this lawsuit. You have two options:

<p><b>Option 1:</b></p> <p><b>JOIN THE LAWSUIT</b></p>	<p>1. Complete, sign, and return the enclosed Consent Form by email or U.S. mail:</p> <p style="text-align: center;">ILYM GROUP INC. P.O. BOX 2031 TUSTIN, CA 92781 (888) 250-6810 CLAIMS@ILYMGROUP.COM</p> <p>2. Submit your consent form electronically at: <a href="http://www.unpaidoruntimleywages.com">www.unpaidoruntimleywages.com</a></p> <p>If you join the lawsuit, you may choose to be represented by the attorneys below or you may choose to retain different legal counsel. If you choose to retain your own counsel, they will file your notice. If you choose to be represented by the attorneys below, you can return your consent form in one of these ways.</p>
<p><b>Option 2:</b></p> <p><b>DO NOTHING</b></p>	<p><b>Do not join this lawsuit.</b></p> <p>By doing nothing, you give up the possibility of getting money from a trial or settlement of this lawsuit if any money is awarded. However, you may still be able to sue Oracle separately about the same or related claims, as otherwise allowed by law.</p>

**The deadline for you to return a signed consent form is January 15, 2024.**

### **3. What happens if I join this lawsuit?**

If you return a Consent Form, you will join one or more other employees who worked for Oracle and have already made a claim for unpaid or untimely wages. You will be represented by the same attorneys. You can obtain counsel of your own choosing (at your own expense), who can file your Notice of Consent with the Court. You may or may not have to provide records, answer written questions, or testify under oath. You will be bound by any judgment entered by the Court, whether it is favorable or unfavorable.

If the employees win or settle the case, you may receive a portion of the money recovered on behalf of all the individuals who join the lawsuit. If this case is not successful, you will receive nothing, but you will not be responsible for any case costs, expenses, or attorneys' fees.

### **4. What happens if I do not join the lawsuit?**

If you choose not to join the lawsuit, you will not be allowed to participate in any recovery that may be made through either judgment or settlement. On the other hand, if you do not join the lawsuit, you will not be affected by any adverse judgment.

However, because California law only allows workers to recover up to the past two to three years, if you choose not to join the lawsuit, because of the statute of limitations, the time period for which you are eligible to recover may be less.

### **5. Can I be retaliated against for joining the lawsuit?**

No. It is a violation of California law for Oracle or anyone else to terminate your employment or in any other manner discriminate or retaliate against you for taking part in this case.

### **6. How long do I have to make a decision?**

**If you want to join the lawsuit and make a claim for unpaid or untimely wages, your signed Consent Form must be electronically submitted, postmarked, emailed, or faxed to the Administrator by January 15, 2024.**

### **7. I still have questions. Where can I get more information?**

If you have any questions about the collective action or your legal rights, you may contact the attorneys for the LAW OFFICES OF RAMI KAYYALI employees directly at:

**LAW OFFICES OF RAMI KAYYALI**  
**13101 W Washington Blvd, Suite 411,**  
**Los Angeles CA 90066**  
**310-490-4515**

# Lawsuit Questionnaire

1. Were you an hourly paid Internet Sales Consultant? \_\_\_\_\_
2. What was your hourly rate of pay? \_\_\_\_\_
3. Please Estimate your unpaid Overtime for each quarter (three months period). \_\_\_\_\_
4. Who Were Your Managers? \_\_\_\_\_
5. Do you consent for us to obtain your employment records? \_\_\_\_\_
6. Did you take or work through meals and rest breaks? \_\_\_\_\_
7. Were you compensated for your Internet and telephone business Expenses? \_\_\_\_\_

**CONSENT TO JOIN WAGE CLAIM LAWSUIT ORACLE**

Printed Name: \_\_\_\_\_

1. I consent to join the lawsuit filed against Oracle and any affiliated persons or entities to pursue my claims of unpaid overtime and related damages during the time that I worked with them.
2. I understand that this lawsuit is brought under the Fair Labor Standards Act and applicable California and state law.
3. I consent to be bound by the Court’s decisions.
4. I designate the representative plaintiff, Beseiso, as my agent to make decisions on my behalf regarding the lawsuit, including entering into settlement agreements, agreements with counsel, and all other matters related to the lawsuit.
5. I understand and agree that my attorneys, the representative plaintiff, or the Court may in the future appoint other individuals to be representative plaintiffs. I consent to the appointment and agree to be bound by the decisions made by the representative plaintiff regarding this matter.
6. If needed, I authorize this consent to be used to re-file my claim in a separate lawsuit or arbitration as necessary.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**By signing, you designate LAW OFFICES OF RAMI KAYYALI as your attorneys for your wage claims. The information below will be kept confidential between you and your attorneys:**

\_\_\_\_\_  
Email Address

\_\_\_\_\_  
Cell Phone Number

\_\_\_\_\_  
Address

\_\_\_\_\_  
City / State / Zip

**TO JOIN, RETURN THIS FORM BY MAIL OR EMAIL:**  
**Beseiso .vs. Oracle**  
**ILYM GROUP INC. P.O. BOX**  
**2031**  
**TUSTIN, CA 92781**  
**(888) 250-6810**  
**CLAIMS@ILYMGROUP.COM OR**  
**COMPLETE ONLINE:**  
[www.unpaidoruntimleywages.com](http://www.unpaidoruntimleywages.com)

**QUESTIONS? You can contact the attorneys:**

**LAW OFFICES OF RAMI KAYYALI**  
**13101 W Washington Blvd, Suite 411,**  
**Los Angeles CA 90066**  
**310-490-4515**