

# **IMPORTANT NOTICE OF CLASS ACTION SETTLEMENT**

## **Frequently Asked Questions by Non-Exempt Employees**

**Q: I just received a notice in the mail. What is this notice for?**

**A:** One former employee alleged Prime Shine failed to properly pay minimum and overtime wages, failed to provide meal and rest periods, and violated other wage and hour laws for the time period from January 19, 2014 through the earlier of trial or settlement.

After several years of litigation, Prime Shine participated in mediation in the summer of 2018. Based on all known facts and circumstances, including the various risks and uncertainties related to legal actions in general, the parties negotiated a class-wide settlement to avoid the risks and business disruptions associated with continued litigation. Despite agreeing to the settlement, Prime Shine continues to deny all allegations and claims. The settlement is not an admission of any liability or wrongdoing. Mister Car Wash was not a party to the litigation and denies any liability or wrongdoing, as well.

**Q: Why did I receive this notice?**

**A:** You worked as a non-exempt employee for Prime Shine between January 19, 2014 and October 17, 2019; this means you are a Class Member entitled to share in the settlement. The court overseeing the settlement approved the notice you received, and required that the notice be mailed to you and all other Class Members.

**Q: Why did I not receive this notice?**

**A:** The notice was mailed only to Class Members; if you did not receive the notice, you did not work as a non-exempt employee during the time period covered by the settlement.

**Q: What persons are covered by the settlement?**

**A:** All persons who worked in California as a non-exempt employee for Prime Shine between January 19, 2014 and October 17, 2019 (Class Members).

**Q: What is the purpose of the notice?**

**A:** To provide you an opportunity to learn about the settlement, and to decide whether you want to participate in the settlement. You should read it thoroughly and contact the Settlement Administrator with any questions.

**Q: Do I need to do anything to participate in the settlement?**

**A:** Yes. All Class Members are entitled to receive their share of the settlement. To receive your share of the settlement, **you must sign and return your claim form to the Settlement Administrator by February 13, 2020.** All Class Members are encouraged to participate in the settlement. California law protects Class Members from retaliation for participating in the settlement. Keep a copy of your completed claim form and note the day that you submitted it.

**Q: How much money will I receive from the settlement and when will I receive it?**

**A:** **If you sign and return your claim form to the Settlement Administrator by February 13, 2020,** then the amount of money you receive will be based on the number of weeks you worked as a non-exempt employee in California during the period from January 19, 2014 through October 17, 2019. The estimated amount is listed in the claim form you received; the Settlement Administrator will determine the exact amount based on the total number of claim forms returned. The payment of any money depends on the court's final approval of the settlement which is not expected until the end of April 2020. Payment will be made directly to you by the Settlement Administrator (not through Prime Shine or Mister).

## **IMPORTANT NOTICE OF CLASS ACTION SETTLEMENT**

**Q: What if I do not wish to participate in the settlement?**

**A:** If you do not wish to participate in the settlement, you may be excluded (i.e., “opt out”) by submitting a timely and valid written request for exclusion to the Settlement Administrator as provided in the class notice. To be timely, the request for exclusion must be mailed to the Settlement Administrator by February 13, 2020. If you opt out, you will not receive any compensation under the settlement, will not have any right to object to the settlement, and will not be bound by the release in the settlement.

**Q: Can I deliver my claim form or exclusion request to Prime Shine or Mister?**

**A:** No. You must deliver by February 13, 2020 your claim form or your exclusion request to the Settlement Administrator at the address provided in the claims notice. A preaddressed, postage-prepaid envelope was included with the claim form; use that to mail in your completed claim form.

**Q: What claims will I release through the settlement?**

**A:** When the settlement receives final approval of the Court (anticipated no earlier than late April 2020), any Class Member, who has not requested to be excluded (“opt out”), will release Prime Shine from any and all claims for alleged unpaid wages, failure to provide meal periods or meal period premiums, as well as all other claims and allegations in the class-action lawsuit, for the time period from January 19, 2014 through the date the court gives final approval of the settlement. A full listing of the claims being released is included on the claim form. In other words, if you were employed as a Class Member and you do not opt out from the settlement, you will be barred from suing with respect to the claims released by the settlement.

**Q: What happens if I don’t return my claim form or a request for exclusion by February 13, 2020?**

**A:** Your claim will be rejected and you will not receive any money in connection with the settlement. You will be bound by the other terms of the settlement, including the release of claims discussed above.

**Q: Will I be in trouble if participate in the Settlement?**

**A:** No. Your job will not be impacted by your decision to participate in the settlement or not, and retaliation in any way is prohibited against a Class Member for choosing or refusing to participate in the settlement.

**Q: Am I required to speak with attorneys about the case?**

**A:** No. Employees have no obligation to speak to attorneys or to anyone else about the case. Your rights regarding the settlement will not be affected by your choice to speak or not to speak to attorneys about the case.

**Q: If I disagree with this action or the settlement, is there anything I can do to help?**

**A:** No, not at this time; however, we highly value what you did for Prime Shine and do now for Mister, and greatly appreciate your dedication and support.