

UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF FLORIDA
ORLANDO DIVISION

DALE EASTERWOOD, STEPHANIE LAYNE-CAMERON,
SHAMEKA PLATTE, ORLANDO RIVERA, SHANNON
SMITH, EVANGELA BROOKS, MARIA RAMOS,
AND IVORY WRIGHT On behalf of themselves and others
similarly situated,

Plaintiffs,

CASE NO.: 6:19-CV-700-WWB-LRH

FLSA COLLECTIVE ACTION

v.

SEDGWICK CLAIMS MANAGEMENT
SERVICES INC., a Foreign for Profit Corporation,

Defendant.

NOTICE OF RIGHT TO JOIN THIS CASE

**This is a Court-Authorized Notice and is Not a Solicitation from a Lawyer.
The Court Has Made No Findings as to the Merits of the Case at this Time.
This is Notice of Your Right to Join this Case.**

I. Why Did I Get This Notice and What Is The Lawsuit About?

If you are or were a Disability Representative Senior (working on short term disability claims or ADA accommodation claims), an Absence Management Care Team Representative, or a Customer Advocate Representative (working on short term disability claims) for Sedgwick Claims Management Services, Inc., you may have rights under a collective action lawsuit.

Dale Easterwood, Stephanie Layne-Cameron, Shameka Platte, Orlando Rivera, Shannon Smith, Evangela Brooks, Maria Ramos, and Ivory Wright (the “Representative Plaintiffs”) have sued Sedgwick Claims Management Services, Inc. (“Sedgwick”), claiming that Sedgwick should have classified them as a non-exempt, hourly employees and paid overtime pay for any hours worked that were more than forty hours in a week, which Plaintiffs contend is required under federal overtime law.

Sedgwick denies that it has done anything wrong and opposes this lawsuit. Specifically, Sedgwick believes its Disability Representative Seniors, Absence Management Care Team Representatives, and Customer Advocate Representatives are properly classified as exempt from federal overtime requirements and have been properly paid.

The Court has authorized that this Notice be sent to all persons who are currently or were formerly employed as (a) Disability Representative Seniors (except residents of the state of Illinois whose duties also consisted of processing ADA accommodation claims), Absence Management Care Team Representatives, or Customer Advocate Representatives for Sedgwick from February 23, 2017 to June 26, 2020, whose job duties included processing short term disability claims, and who were classified as exempt and paid a salary, and (b) Disability Representative Seniors (except residents of the state of Illinois) for Sedgwick from February 23, 2017 to June 26, 2020, whose job duties included processing ADA accommodation claims, and who were classified as exempt and paid a salary.

Although the Court has authorized this Notice, it has not decided who is right or wrong.

This Notice is to tell you of the existence of the litigation and inform you of your right to join this action. The choice to join or not to join this lawsuit is yours.

II. What Are My Choices?

If you are or were a Disability Representative Senior (working on short term disability claims or ADA accommodation claims), an Absence Management Care Team Representative, or a Customer Advocate Representative (working on short term disability claims), you are eligible to file a Consent form to join this lawsuit, which is enclosed. Joining this action

does not mean that you are entitled to any unpaid wages, only that the lawyers in the case will try to obtain a recovery for you.

If you wish to join this lawsuit, **you must sign and complete the enclosed Consent to Join, which must be postmarked or emailed on or before forty-five (45) days from the date the Notice was mailed to you.**

If you do not wish to join this lawsuit, you should not return the enclosed Consent to Join.

III. What Happens If I Join?

If you participate in this lawsuit, you will be represented by the following attorneys:

Mary E. Lytle, Esq., Florida Bar No. 0007950
David V. Barszcz, Esq., Florida Bar No. 750581
LYTLE & BARSZCZ, P.A.
533 Versailles Drive
2nd Floor
Maitland, FL 32751
Telephone: (407) 622-6544
Facsimile: (407) 622-6545
Toll Free: 1-855-LYTLE-LAW
Email: mlytle@lblaw.attorney
Email: dbarszcz@lblaw.attorney
www.lblaw.attorney

You will be bound by the Court's judgment, whether it is favorable or unfavorable to you, on all issues including settlement.

If you join the lawsuit, you may be asked to provide information and documentation, and appear and provide deposition testimony, and testify in court in Orlando, Florida, although not all individuals who submit a Consent Form may be required to do so.

By joining this lawsuit, you designate the Representative Plaintiffs as your agent to make decisions on your behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

The attorneys in this lawsuit will be entitled to receive the payment of attorneys' fees and costs should there be a recovery or judgment in favor of Plaintiffs. If there is no recovery or judgment in Plaintiffs' favor, you will not owe any attorneys' fees. If the Court determines that Defendant is the prevailing party in this litigation, Defendant may attempt to recover its costs from you and the other Plaintiffs and Opt-In Plaintiffs.

By sending in the enclosed Consent form, you will join this lawsuit and the attorneys listed above will represent you. If you have any questions about this Notice, the Consent to Join or the lawsuit you should contact the attorneys listed above.

IV. And If I Do Not Join?

If you do not join, you will not be bound by any judgment issued or settlement approved by the Court in this case – whether it is favorable or unfavorable. You will not be entitled to share in any amounts recovered in this lawsuit, if any, but you may have the right to bring your own claims.

V. How Do I Join?

Enclosed is a "Consent to Join." **If you want to participate in this lawsuit, you must read, sign and mail the Consent form, in the enclosed prepaid envelope, within forty-five (45) days from the date the Notice was mailed to you to:**

Mary E. Lytle, Esq., Florida Bar No. 0007950
David V. Barszcz, Esq., Florida Bar No. 750581
LYTLE & BARSZCZ, P.A.
533 Versailles Drive
2nd Floor
Maitland, FL 32751
Telephone: (407) 622-6544
Facsimile: (407) 622-6545
Toll Free: 1-855-LYTLE-LAW

Email: mlytle@lblaw.attorney
Email: dbarszcz@lblaw.attorney

Or you may e-mail the signed Consent form to: mlytle@lblaw.attorney within forty-five (45) days from the date the Notice was mailed to you. If you do not have access to a printer or scanner but wish to submit the Consent form by e-mail, please contact the attorneys listed above for further instructions regarding submitting the Consent form with an electronic signature.

Should you lose or misplace the enclosed Consent to Join, please contact the attorneys at the above addresses and telephone numbers and they will provide you with another Consent to Join to complete and return. If you have questions, you may contact any of the counsel above.

VI. Will My Participation Affect My Employment?

No. Federal law prohibits an employer from firing or in any way retaliating against you because you have joined this Lawsuit. However, participating in the Lawsuit does not excuse you from complying with Sedgwick's existing policies and work rules.

VII. How Can I Get More Information?

Additional information can be obtained from the attorneys at the above addresses and telephone numbers. The Court file in this case can also be examined in person at the U.S. Courthouse, Middle District of Florida, George C. Young Federal Annex Courthouse, 401 West Central Boulevard, Orlando, Florida 32801. Other than in-person requests to examine the file at the Clerk's office, no inquiries concerning this case should be directed to the Court or to the Clerk of the Court.

The Notice has been authorized by the United States District Court in and for the Middle District of Florida.

This Notice is not an expression by the Court of any opinion concerning the alleged claims. This Notice simply informs you of the pendency of this litigation and your rights to join, or not join, the lawsuit.