

A court authorized this notice. This is not a solicitation from a lawyer.

NOTICE OF CLASS ACTION SETTLEMENT

IF ONIN STAFFING, LLC OBTAINED YOUR CONSUMER REPORT (ALSO KNOWN AS A BACKGROUND REPORT) FOR EMPLOYMENT PURPOSES, AND THE REPORT RESULTED IN AN ADVERSE EMPLOYMENT ACTION CAUSING YOU HARM, YOU ARE ELIGIBLE TO RECEIVE APPROXIMATELY \$483 FROM A CLASS ACTION SETTLEMENT.

YOU ARE RECEIVING THIS NOTICE BECAUSE YOU HAVE BEEN IDENTIFIED AS A CLASS MEMBER. YOUR LEGAL RIGHTS WILL BE AFFECTED BY THE SETTLEMENT OF THIS LAWSUIT. PLEASE READ THIS NOTICE CAREFULLY. IT EXPLAINS THE LAWSUIT, THE SETTLEMENT, AND YOUR LEGAL RIGHTS.

| YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT | |
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| HOW TO GET PAID FROM THE SETTLEMENT | If you timely return the attached Claim Form or file a claim through the Settlement Website, www.milesfcrasettlement.com , noting that you choose to receive a cash recovery, and the Court grants final approval of the Class Settlement, you will be sent a Settlement Check estimated to be \$483. THE CLAIM FORM MUST BE RECEIVED BY THE CLASS SETTLEMENT ADMINISTRATOR NO LATER THAN August 29, 2022 |
| IF YOU DO NOTHING | If the Court approves the Settlement and you do nothing, you will be releasing your claims and you will not receive any money. The Full Release and Released Parties are available on the Settlement Website, www.milesfcrasettlement.com |
| IF YOU EXCLUDE YOURSELF FROM THE SETTLEMENT | You have the right to exclude yourself from the Settlement completely (“opt out”) if you do not wish to be part of the Settlement Class. You can opt out by following the instructions on the Settlement Website. You will not receive any monetary payments from the Settlement. You will not have any right to object, but you will not be bound by the terms of the Settlement and will retain your right to file your own lawsuit. The opt out deadline is August 29, 2022 . |

If you do not exclude yourself, you may object to the Settlement. You can remain in the Settlement Class, but file written objections to the Settlement. The Court will consider the objections in deciding whether to approve the Settlement. Instructions for mailing an objection are on the Settlement Website. If the Settlement is approved, you will not be able to sue Onin Staffing, LLC for claims relating to an employment background check when you applied for a job.

1. What is this lawsuit about?

This lawsuit is pending in the United States District Court for the Middle District of Tennessee. Bobby Miles, Jr. (the “Plaintiff”) sued Onin Staffing, LLC (“Defendant”) in this class action lawsuit (*Miles, Jr. v. Onin Staffing, LLC 3:21-CV-0275*) alleging that it violated the Fair Credit Reporting Act (the “FCRA”), 15 U.S.C. §1681b(b)(3), because it failed to provide applicants subjected to an adverse employment action, based in whole or in part on their consumer report, notice and a copy of the report before taking such action. Onin Staffing, LLC contends that its procedures did not violate the FCRA and did not willfully violate the FCRA. Onin Staffing, LLC maintains that, absent a settlement, it would have vigorously defended the lawsuit on the merits and, for class settlement purposes, is settling because of the expense of litigation, the length of time necessary to resolve the issues presented, and the inconvenience involved.

This “Class” is defined to include:

All applicants and employees in the United States who were subject to and harmed by an adverse employment action (including, but not limited to, the failure to hire, wrongful termination of employment, wrongful dismissal, or wrongful reassignment) based in whole or in part on their background report but to whom Defendant did not first provide notice and a copy of the background report during the Covered Period from April 4, 2017 through March 23, 2022.

2. Who are the Attorneys representing the Class and how will they be paid?

The Court has appointed lawyers to represent the Class, but you may enter an appearance in the case through an attorney if you want. If you do so, you will have to pay for your own lawyer.

The attorneys who have been appointed by the Court to represent the Class are:

**Marc R. Edelman
Morgan & Morgan, P.A.
201 N. Franklin Street, 7th Floor
Tampa, FL 33602-5157
813-223-5505**

Defendant has agreed to establish a Settlement Fund up to a maximum amount of \$350,000.00 to settle this lawsuit. Subject to the Court’s approval, Onin Staffing, LLC has agreed to compensate Class Counsel for their attorney’s fees for an amount equal to one-third of the Settlement Fund (\$115,500.00). Class Counsel will also ask the Court to approve a \$4,500.00 payment to Plaintiff for his service to the class and as compensation for releasing all claims against Onin Staffing, LLC.

3. What rights am I giving up in this Settlement?

Unless you exclude yourself from this Settlement, you will be considered a member of the Settlement Class, which means you giveup your right to sue or file a lawsuit against Onin Staffing, LLC or its related entities regarding the legal issues that were raised or could have been raised in this lawsuit. Giving up your legal claims is called a release. The released parties collectively include Onin Staffing, LLC and its parent and related companies, direct or indirect affiliates, principals, and agents. You will be releasing these parties from all claims relating to the procurement of a background report when you applied for a job.

4. If I chose to do so, how do I exclude myself from the Settlement?

If you wish to be excluded, you must mail a written request for exclusion to the Settlement Administrator at:

Miles, Jr. v Onin Staffing Settlement Administrator, POBox 23668, Jacksonville, FL 32241

Your request for exclusion must be in writing and postmarked on or before **August 29, 2022**. The request must state: “I do not want to be part of the Class in *Miles, Jr. v. Onin Staffing, LLC, 3:21-CV-0275*. The request should be signed, with your name, address, and telephone number printed below your signature. The address you use should be the address to which this notice was mailed, so that you can be properly identified. However, if you have a new address, please inform us of the new address so we can make the change in the Class List.

5. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Fairness Hearing on December 16, 2022, at 9 a.m. The hearing will be held in Courtroom 6B of the United States Federal Courthouse for the Middle District of Tennessee, 719 Church Street, Nashville TN 37203. At the Fairness Hearing, the Court will consider whether the proposed Settlement is fair, reasonable, and adequate. The Court will hear objections to the Settlement, if any. We do not know how long the Court will take to make its decision. In addition, the hearing may be continued at any time by the Court without further notice to you.

6. Where can I get additional information?

This notice is only a summary of the proposed Settlement of this lawsuit. Certain pleadings and documents filed in Court, including the Settlement Agreement, may be reviewed, or copied in the Clerk’s Office or by visiting the Settlement Website at www.milesfcrasettlement.com.