

NOTICE

DID YOU APPLY FOR EMPLOYMENT WITH THE SALVATION ARMY BETWEEN NOVEMBER 2018 AND MAY 2021?

If so, you may be a member of a Settlement Class and be eligible for a valuable benefit – please read this notice in full. You have options that expire on June 15, 2024.

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

Summary of the Settlement. A Settlement has been reached in a class action lawsuit filed against The Salvation Army and The Salvation Army El Sobrante Residences, Inc. (collectively, “Defendant” or “TSA”) for violations of the Fair Credit Reporting Act (FCRA), 15 U.S.C. § 1681 *et seq.* The lawsuit alleges that TSA used non-compliant background check disclosure forms to procure background check reports and failed to provide proper copies of the Summary of Rights. TSA denies the allegations in the lawsuit and any liability. However, the parties have decided to settle the case to avoid the risks and costs of litigation. The Court has preliminarily approved a settlement that provides for each Verified Settlement Class member to receive an Individual Coupon worth up to \$95 redeemable at TSA locations in California, Oregon, Washington, Alaska, Hawaii, Idaho, Montana, Wyoming, Utah, Colorado, New Mexico, Nevada, or Arizona. The Court approved settlement includes the following cash payments: \$325,833.00 for attorneys’ fees to Class Counsel (calculated as one third (1/3) of the estimated gross value of the Settlement of \$977,499 [$\$977,499 = \$50 \times 19,550$]) and up to \$18,000 in litigation costs to Class Counsel, the \$5,000 Service Payment to the Class Representative, and Settlement Administration Costs up to a maximum of \$50,000. As part of the Settlement, each Verified Settlement Class Member who does not opt out of the Settlement will receive an Individual Coupon worth \$95 redeemable at TSA locations and will be releasing all Released Claims.

Am I a Class Member? You are part of this Settlement as a Class Member if, at any time from November 2, 2018 and May 17, 2021, you applied for employment with TSA and TSA procured a background check report on you for employment purposes (but excludes those persons who signed a Mutual Arbitration Agreement with The Salvation Army).

If you believe you are a class member but did not receive information about the Settlement by either email or U.S. Mail, the Settlement Administrator may not have current contact information for you. Please go to www.parkerfcrasettlement.com for full information or contact the Settlement Administrator at 866-294-8988 or send a letter to Parker v TSA c/o Settlement Administrator, P.O. Box 23459, Jacksonville, FL 32241.

Who Represents Me? The Court has appointed Shaun Setareh and Jose Maria D. Patino, Jr. of the Setareh Law Group as Class Counsel to represent the interests of you and other Class Members.

What Should I do? You should get more information from the Settlement Administrator by calling 866-294-8988 or by visiting www.parkerfcrasettlement.com and make a decision about what your legal rights are. **If you believe you are a Class Member, you have three options:**

- (1) You can verify your name and the last four digits of your social security number at www.parkerfcrasettlement.com.** Each Class Member who verifies their identity will receive an Individual Coupon unless they exclude themselves from the class by timely submitting a Request for Exclusion. After you verify your identity, you may wait until the Court grants the final approval of the Settlement at the Final Approval Hearing, and you will be issued your Individual Coupon thereafter.
- (2) You can submit a Request for Exclusion and be excluded from the Settlement.** If you choose to be excluded from the Settlement, you will not receive any settlement payment and you will keep any rights you may have to sue TSA over the legal issues involved in this lawsuit. To opt out, you must submit a Request for Exclusion by First-Class Mail postmarked no later than the Response Deadline, i.e., sixty (60) calendar days after the Settlement Administrator mails (or re-mails, if the initial address mailed to is incorrect and updated) the Notice Packets or postcards to Settlement Class Members. A Request for Exclusion is a letter or written request to the Settlement Administrator that: contains the full name, address, telephone number, the last four digits of the Social Security number of the person requesting exclusion, and a statement that they request exclusion from the class and do not wish to participate in the settlement; is signed personally by the individual that seeks exclusion from the Settlement Class; and is postmarked by the Response Deadline and returned by mail to the Settlement Administrator at the specified address as directed by the Class Notice. Alternatively, you can also find a Request for Exclusion (Opt-Out) Form at www.parkerfcrasettlement.com that you can fill out and mail to the Settlement Administrator at the specified address as directed by the Class Notice, which must be postmarked by the Response Deadline in order to be valid.
- (3) You may object to the proposed Settlement.** To object to the Settlement, you must submit by First-Class Mail a written objection to the Settlement Administrator: (1) that clearly identifies the case name and number (*Casedria Parker v. The Salvation Army, et al.*, San Mateo Superior Court Case No. 20-CIV-04787); and (2) is postmarked on or before the Response Deadline, i.e., 60 calendar days from mailing (or re-mailing, if the initial address mailed to is incorrect and updated) of the Notice Packet or postcard. Settlement Class Members who fail to timely object in the manner specified herein shall be deemed to have waived any objections to the Settlement. Even if you submit an objection, you will still be bound by the terms of the Settlement, unless the Settlement is not finally approved by the Court.

You may also make a personal appearance at the Final Approval Hearing as detailed in the full Class Notice posted on the settlement website, www.parkerfcrasettlement.com.

When will the Court Consider the Proposed Settlement? The Court will conduct a hearing on whether to approve the Settlement on August 6, 2024 at 2:00 pm at the Superior Court of the State of California for the County of San Mateo, Department 4, Central Courthouse, 800 North Humboldt St., Courtroom G, San Mateo, CA 94401.

How Do Get More Information? For more information, please visit www.parkerfcrasettlement.com, where, among other things, a more detailed notice of the Settlement and the proposed Settlement itself are accessible free-of-charge. You may also contact the Settlement Administrator at 866-294-8988 or send a letter to Parker v TSA c/o Settlement Administrator, P.O. Box 23459, Jacksonville, FL 32241.