

**NOTICE OF Proposed CLASS AND PAGA ACTION SETTLEMENT AND HEARING DATE  
FOR COURT APPROVAL**

*Lorena Ortiz, Marco Gamino, Lizbeth Reyes v. Target Corporation*  
Superior Court of the State of California, Yolo County  
Case No. CV2023-0586

*You are **not** being sued. This is **not** an advertisement. This notice affects your rights.*

**YOU ARE ELIGIBLE TO RECEIVE A SETTLEMENT PAYMENT.**

**PLEASE READ THIS NOTICE CAREFULLY.**

You have received this Notice of Class Action Settlement because Target Corporation's records show you are what is called a "Class Member," and are entitled to a payment from this class action settlement ("Settlement"). Class Members are "*all persons who applied for employment and/or were an employee of Target and who made a request for personnel records in the State of California during the period from October 11, 2021 through February 7, 2025, and/or who made requests for wage statements in the State of California from October 11, 2021 through July 17, 2024.*"

On March 27, 2025, the Honorable Samuel T. McAdam of the Superior Court of California for the County of Yolo granted preliminary approval of this Class Action Settlement and ordered that all Class Members be notified of the Settlement.

**Unless you choose not to participate in the Settlement (in other words, should you choose to "opt out") by following the procedures described below, you will be considered a Participating Class Member. If the Court grants final approval of the Settlement, you will be mailed a check for your share of the Settlement fund, which is estimated to be <<SubClass1 estAmount>>. [For PAGA Aggrieved Employees only: For purposes of the Settlement, you are also an Aggrieved Employee under California Private Attorneys General Act of 2024 ("PAGA"), and will be mailed a check for you portion of the civil penalties under PAGA allocated in this Settlement, which is estimated to be <<PAGAClass estAmount>>.<sup>1</sup>**

**IF YOU STILL WORK FOR TARGET CORPORATION, PARTICIPATION IN THIS SETTLEMENT WILL NOT AFFECT OR DISRUPT YOUR WORK IN ANY MANNER. YOU WILL NOT BE RETALIATED AGAINST BY DEFENDANT FOR YOUR PARTICIPATION.**

**California law strictly prohibits retaliation.** Defendant is prohibited by law from taking any adverse action against any Class Member or otherwise targeting, retaliating, or discriminating against any Class Member because of the Class Member's participation in or decision not to participate in this Settlement.

You can view the proposed Final Approval Order, Final Judgment, and payment schedule at [www.cptgroupcaseinfo.com/OrtizTargetSettlement](http://www.cptgroupcaseinfo.com/OrtizTargetSettlement).

**What Is This Case About?**

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<sup>1</sup> By law, under the Private Attorney Generals Act ("PAGA"), the amount recovered in settlement, after paying for attorney's fees and costs, and costs of administration of settlement, are to be split between the State of California and the PAGA Settlement Members. The State receives 75% of the net settlement amount and the PAGA Settlement Members receive 25% of the net settlement (to be allocated on a pro rata basis).

**Questions? Contact the Settlement Administrator toll free at 1-(888) 502-7636**

Lorena Ortiz, Marco Gamino, and Lizbeth Reyes were employees of Defendant. They are the “Plaintiffs” in this case and are suing Target Corporation (“Defendant”) on behalf of themselves and all Class Members. Plaintiffs sued Defendant, alleging (1) failure to produce wage statements; (2) failure to produce personnel records; (3) civil penalties under the Labor Code Private Attorneys General Act of 2004, Cal. Lab. Code §§ 2698, *et seq.* (“PAGA”); and (4) Unlawful Business Practices, Cal. Bus. & Prof. Code §§ 17200, *et seq.*

This notice is not intended to be, and should not be construed as, an expression of any opinion by the Court with respect to the truth of the allegations raised in the Action or the merits of the claims or defenses asserted. The Court has made no ruling on the merits of Plaintiffs’ claims or Defendant’s defenses thereto.

Defendant is not admitting to any allegations or wrongdoing in this case, and in fact expressly denies that any of its practices at issue in this lawsuit were or are unlawful. Defendant asserts that Plaintiffs and Putative Class Members are not entitled to any relief.

Plaintiff entered into settlement discussions with Defendant in an attempt to resolve the disputed claims in this case. On January 8, 2025, the Parties negotiated a settlement on behalf of themselves and the Class Members with the assistance of a third-party mediator. The Parties’ agreement has been documented in a Joint Stipulation of Settlement and Release of Class and PAGA Action (“Joint Stipulation”).

The Court has preliminarily approved the Joint Stipulation. The Court will decide whether to give final approval to the Settlement at the Final Fairness and Approval Hearing. The Final Fairness and Approval Hearing (“Hearing”) on the adequacy, reasonableness, and fairness of the Settlement will be held at 9:00 a.m. on July 10, 2025, in Department 14 of the Superior Court of California for the County of Yolo, 1000 Main Street, Woodland, CA 95695. You are not required to attend the Hearing.

Attorneys for Plaintiff and the Class Members (“Class Counsel”) are:

Elliot J. Siegel  
**KING & SIEGEL LLP**  
(213) 465-4802  
724 S. Spring Street, Ste. 201  
Los Angeles, California 90014

*and*

Xavier Villegas  
**LAW OFFICE OF XAVIER VILLEGAS, APC**  
(805) 250-7488  
2390 Las Posas Road, C168  
Camarillo, CA 93010

### **Summary of the Settlement Terms**

Plaintiffs and Defendant have agreed to settle this case on behalf of themselves and the Class Members for \$700,000.00 (“Maximum Settlement Amount”).

The Maximum Settlement Amount includes: (1) Individual Settlement Payments to Participating Class Members; (2) a \$10,000 service payment to each Representative Plaintiff for their time and effort in pursuing this case and in exchange for a general release of claims against Defendant, subject to Court approval; (3) Settlement Administration Costs not to exceed \$15,000; (4) \$56,250 to the California Labor & Workforce Development Agency (“LWDA”), representing the State of California’s portion of civil penalties under PAGA (or 75% of the \$75,000 allocated to PAGA penalties); (5) an aggregate of \$18,750 to alleged PAGA Aggrieved Employees (or 25% of the \$75,000 allocated to PAGA penalties); and (6) subject to Court

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approval of an application for fees and costs, an award of up to \$233,333.33 in attorneys' fees and up to \$25,000 in litigation costs and expenses to Class Counsel.

After deducting the service payments to Plaintiffs, the Settlement Administration Costs, the portion of the PAGA payment to be paid to the California Labor and Workforce Development Agency, payments to PAGA Aggrieved Employees, and attorneys' fees and costs/expenses, a total of approximately \$321,666.67 will be available to Class Members who do not opt out of the Settlement ("Net Settlement Amount" or "NSA").

### **Plan of Distribution to Class Members and PAGA Aggrieved Employees**

Each Participating Class Member will receive an Individual Settlement Payment calculated by dividing the NSA amongst the Participating Class Members evenly. Individual PAGA Payments will be separately calculated and apportioned from the portion of the PAGA amount intended for PAGA Aggrieved Employees in the same manner.

### **Class Member Tax Matters**

IRS Forms 1099-MISC will be distributed to participating Class Members and Aggrieved Employees, and the appropriate taxing authorities reflecting the payments Class Members and Aggrieved Employees receive under the Settlement. Class Members should consult with their tax advisors concerning the tax consequences of the payments they receive under the Settlement. For purposes of this Settlement, 100% of each Individual Settlement Payment will be allocated to civil penalties. All Individual PAGA Payments will be allocated as penalties and will be reported on an IRS Form-1099 by the Settlement Administrator. Again, please consult with a tax advisor regarding the significance of how each Individual Settlement Payment is allocated between wages, penalties, and interest. This notice is not intended to provide legal or tax advice. To the extent this notice or any of its attachments is interpreted to contain or constitute advice regarding any United States or Federal tax issue, such advice is not intended or written to be used, and cannot be used, by any person for the purpose of avoiding penalties under the Internal Revenue Code.

### **Your Options Under the Settlement**

#### ***Option 1 – Automatically Receive a Payment from the Settlement***

If you want to receive your payment from the Settlement, then no further action is required on your part. You will automatically receive your Individual Settlement Payment and Individual PAGA payment from the Settlement Administrator if and when the Settlement receives final approval by the Court.

If you choose **Option 1** and the Court grants final approval of the Settlement, you will be mailed a check for your share of the Settlement funds. In addition, you will be deemed to have released or waived the following claims ("Released Claims") against the Released Parties for the Release Period.

The Released Claims are defined as:

Those claims asserted in the Complaint or that reasonably could have been alleged based on the factual allegations contained in the operative complaint or LWDA Notice, including but not limited to all of the following claims for relief: (1) failure to produce wage statements (Cal. Lab. Code § 226), (2) failure to produce personnel records (Cal. Lab. Code § 1198.5), (3) civil penalties under the Labor Code Private Attorneys General Act of 2004, Cal. Lab. Code §§ 2698, *et seq.* ("PAGA"); and (4) Unlawful Business Practices, Cal. Bus. & Prof. Code §§ 17200, *et seq.*

The Released PAGA Claims include:

All claims by Aggrieved Employees for civil penalties under PAGA asserted in the Complaint or LWDA Notice, or that could have reasonably been alleged based on the factual allegations

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contained in the Operative Complaint and LWDA Notice. The Released PAGA Claims shall be released through the PAGA Release Period.

Released Parties means (i) Defendant Target, as well as its subsidiaries and/or parent corporations, divisions, affiliates, past and present officers, predecessors, directors, employees, agents, shareholders, fiduciaries, representatives, attorneys, insurers, benefit plans, private investigators and each and all of the foregoing persons' heirs, assigns, executors, administrators, and successors, or any of them.

The "Release Period" is the period from October 11, 2021 through February 7, 2025. The "PAGA Release Period" is the period from October 11, 2021 through February 7, 2025.

### **Option 2 – Opt-Out of the Settlement**

You will be treated as a participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator, in writing, not later than June 5, 2025, that you wish to opt-out.

If you do not wish to participate in the Settlement, you may exclude yourself from participating by submitting a written "Request for Exclusion from The Class Action Settlement" letter or card to the Settlement Administrator postmarked no later than June 5, 2025. Your written request should clearly state your intent to opt out or be excluded. For instance, you could write:

"I WISH TO BE EXCLUDED FROM THE SETTLEMENT CLASS IN THE *ORTIZ, ET AL. V. TARGET CORPORATION* LAWSUIT."

The written request for exclusion should also include sufficient information to identify you, including your name, address, telephone number, or last four digits of your Social Security Number. Sign, date, and mail your written request for exclusion by U.S. First-Class Mail or equivalent, to the address below.

Ortiz, et al. v. Target Corporation Settlement Administrator  
c/o CPT Group, Inc.  
50 Corporate Park  
Irvine, CA 92606  
Telephone: 1-(888) 502-7636  
Fax: (949) 419-3446

The written request to be excluded from the Settlement must be postmarked to the Settlement Administrator not later than June 5, 2025. If you submit a request for exclusion which is not postmarked by June 5, 2025, your request for exclusion will be rejected, and you will be included in the Settlement Class.

If you choose **Option 2**, you will no longer be a Class Member. Therefore, you (1) will **not** receive any payment from the Settlement, with the exception of your pro-rata portion of the Aggrieved Employees' portion of the civil penalties allocated to PAGA<sup>2</sup>; (2) will not be deemed to have released any claims due to this Settlement with the exception of the PAGA cause of action, and (3) will be barred from filing an objection to the Settlement.

**Do not submit both an Objection and a Request for Exclusion.** If you do, the Request for Exclusion will be invalid, you will be included in the Settlement Class, and you will be bound by the terms of the Settlement.

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<sup>2</sup> By law, Aggrieved Employees cannot opt out of the Settlement with respect to the PAGA claims and will release their claims for civil penalties under PAGA as set forth in the Settlement regardless of whether they cash their Individual PAGA Payment.

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### **Option 3 – File an Objection to the Settlement**

If you wish to object to the Settlement, you can mail a written objection to the Settlement Administrator. Your objection should provide: your full name, address and telephone number, the last four digits of your Social Security Number, the dates you were employed by Target Corporation in California, and your objections to the Settlement, including each specific reason in support of each objection and any legal support for each objection together with any evidence in support of your objection. Your objection should be mailed to the Settlement Administrator on or before June 5, 2025. All objections or other correspondence should state the name and number of the case, which is *Lorena Ortiz, et al. v. Target Corporation*, Yolo County Case Number No. CV2023-0586.

You may also appear at the Final Fairness and Approval Hearing set for July 10, 2025 at 9:00 a.m. in Department 14 of the Superior Court of California for the County of Yolo located at 1000 Main Street, Woodland, CA 95695, and discuss your objections with the Court and the Parties at your own expense.

You may appear at the Hearing regardless of whether you submitted a written objection. You may also retain an attorney to represent you at the Hearing at your own expense.

If you choose **Option 3**, you will still be entitled to the money from the Settlement. You will remain a member of the Settlement Class, and if the Court overrules your objections and approves the Settlement, you will receive your Individual Settlement Payment and will be bound by the terms of the Settlement in the same way as Class Members who do not object, including being deemed to have released the Released Claims. You cannot both object to the settlement and exclude yourself. You must choose one option only.

### **Additional Information**

This Notice of Class Action Settlement is only a summary of this case and the Settlement. For a more detailed statement of the matters involved in this case and the Settlement, you may refer to the pleadings, the Joint Stipulation of Settlement, and other papers filed in this case, which may be inspected at the Office of the Clerk of the Superior Court of California for the County of Yolo, during regular business hours of each court day.

All questions by Class Members regarding this Notice of Class and PAGA Action Settlement and/or the Settlement should be directed to the Settlement Administrator or Class Counsel.

You can view the final approval order and final judgment and payment schedule at [www.cptgroupcaseinfo.com/OrtizTargetSettlement](http://www.cptgroupcaseinfo.com/OrtizTargetSettlement).

**PLEASE DO NOT CONTACT THE COURT WITH QUESTIONS ABOUT THIS NOTICE.**

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