

NOTICE OF CERTIFIED CLASS ACTION LAWSUIT
-You Are NOT Being Sued-

You received this notice because you worked for Quest Diagnostics in California as a Route Service Representative (“RSR”) at some point between September 9, 2011 and July 22, 2022. Please read this notice carefully.

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

This is not a lawsuit against you and you are not being sued. However, your legal rights are affected whether you act or do not act.

July 22, 2022

- Two former Route Service Representatives, Craig Clark, and Henry Nelson (“Plaintiffs”), have sued Quest Diagnostics Clinical Laboratories, Inc. and Quest Diagnostic, Inc. (referred to collectively herein as “Quest Diagnostics”) on behalf of themselves and other RSRs, claiming that Quest Diagnostics failed to pay state mandated minimum wages for all time worked; failed to pay overtime wages at the legally required rates; failed to provide accurate wage statements; failed to provide all wages owed upon termination; engaged in unfair business practices; and that Quest Diagnostics was unjustly enriched by taking these actions. Quest Diagnostics disputes each of these allegations and maintains that its policies and practices are compliant with California law.
- The lawsuit brought by Plaintiffs is entitled *Clark, et al. v. Quest Diagnostics Clinical Laboratories, Inc, et al.*, Case No. BC 594022, and is pending in the Superior Court of California for the County of Los Angeles.
- On June 03, 2019, the Court issued an order allowing Plaintiffs’ claims that Quest Diagnostics (1) failed to pay wages for all time worked, (2) did not include bonus compensation or shift differentials in overtime rate calculations, and (3) issued wage statements that did not properly display Quest Diagnostic’s name and/or display employees’ applicable hourly rates of pay to proceed as a class action. This means that Plaintiffs are pursuing their claims on behalf RSRs who worked for Quest Diagnostics in California from September 9, 2011 to present (the “Class”). You are a part of the Class unless you choose to exclude yourself. Quest Diagnostics may not retaliate against you for choosing to remain in this class action.
- The Court has not made a decision regarding the ultimate merits of either party’s position. The case has not yet gone to trial. As such, the Court has not determined whether the Class is entitled to receive any money or other relief as a result of the lawsuit, and there is no guarantee that the Court will in the future. However, your legal rights are affected by the lawsuit, and you have a choice to make now regarding your participation.
- Your options are explained in this notice. If you wish to stay in the class, you do not have to do anything. If you want to be excluded from the class, mail the attached opt-out postcard before **August 22, 2022**.

	YOUR LEGAL RIGHTS AND OPTIONS IN THIS LAWSUIT
DO NOTHING	<p>Stay in this lawsuit. Be bound by any decision by the Court, win or lose. Receive a portion of any money recovered if there is a win or settlement.</p> <p>By doing nothing, any decision by the Court in the lawsuit will apply to you. If the Court determines the Class is entitled to a recovery, or if a settlement is reached, you may be entitled to a portion of any money that may come from a trial or a settlement. If the Court determines the Class is not entitled to any recovery, you will be bound by that decision and there will be no recovery. By remaining in the Class, you give up any rights to sue Quest Diagnostics separately about the same legal claims alleged in this lawsuit.</p>
ASK TO BE EXCLUDED	<p>Get out of this lawsuit. Do not be bound by any Court decision, win or lose. Do not receive a portion of any money recovered if there is a win or settlement.</p> <p>If you ask to be excluded and money is later awarded, you won't receive any of that money. You will not be represented by the attorneys for the Class in this case and your claims will not be automatically rolled over into your own individual case. However, you keep any rights to sue Quest Diagnostics separately about the same legal claims alleged in this lawsuit.</p>

Regardless of whether you choose to remain in the class or opt out, you may be required to participate in discovery (a process used to obtain evidence) and/or trial.

Any questions? Read on.

BASIC INFORMATION

1. Why did I get this notice?

Quest Diagnostic's records show that you previously worked as a Route Service Representative within the State of California at some time between September 09, 2011 to the present. This notice explains that the Superior Court of California has allowed, or "certified," a class action lawsuit as to some of Plaintiffs' claims brought in this lawsuit. This notice explains your rights.

2. What is a class action and who is involved?

In a class action lawsuit, one or more persons called "Class Representatives" (in this case Craig Clark and Henry Nelson) sued on behalf of other people who may have similar claims. The people together are a "Class" or "Class Members." The Class Representatives who sued—and all of the Class Members like them—are called the Plaintiffs. The company they sued (in this case Quest Diagnostics) is called the Defendant. One court resolves the issues for everyone in the Class—except for those people who choose to exclude themselves from the Class.

3. What is the lawsuit about?

Plaintiffs claim that Defendants improperly failed to pay RSRs for all time worked, such as remaining on-call or answering dispatch during meal periods, scanning specimens after clocking out, etc. Plaintiffs also claim that Defendants failed to accurately calculate all nondiscretionary bonuses and incentives such as yearly bonuses and shift differentials into the overtime rates that it paid RSRs, and that it issued wage statements that did not properly display Defendants' name or the overtime rates paid to Class Members. Plaintiffs seek money damages. Quest Diagnostics denies the allegations in the Action and contends that it has complied at all times with the California Labor Code and the applicable Industrial Welfare Commission Wage Orders.

4. Who is in the Class?

The Class includes all of Defendants' California-based Route Service Representatives (and/or similarly titled employees) who worked for Defendants at any time between September 09, 2011 and present.

The Class will not include those people who choose to exclude themselves.

THE CLAIMS IN THE LAWSUIT

5. What does the lawsuit complain about?

Plaintiffs claim that the alleged practices violated California laws created to protect employees, such as the requirement to pay state mandated minimum wages for all time worked by RSRs; to pay all wages at the promised rates of pay; to provide complete and accurate wage statements; to pay out all wages owed upon termination; and not to engage in unfair business practices. Plaintiffs seek money damages, including recovery of any unpaid wages, as well as all available penalties for the violations alleged.

6. How does Quest answer?

Quest Diagnostics denies Plaintiffs' allegations and contends that it has complied at all times with the California Labor Code and the applicable Industrial Welfare Commission Wage Orders.

7. Has the Court decided who is right?

The Court has not decided whether Plaintiffs' or the Defendants' positions are correct. Neither the Court's order certifying the Class in part nor this notice are an admission of any wrongdoing by Quest Diagnostics nor a determination by the Court that any law was violated. By allowing the Class Action and sending this Notice, the Court is not suggesting that the Plaintiffs will win or lose this case. The Plaintiffs must prove their claims at trial on a date to be determined by the Court.

8. How does the Court decide who is right?

During a trial, a jury or the Judge will hear evidence to help them reach a decision about whether the Plaintiffs or Defendants are right about the claims in the lawsuit.

9. Is there any money available now?

No money is available now. There is no guarantee that money will be obtained. If there is a monetary recovery, you will be notified about how the money will be distributed and the procedure for submitting a claim. **However, if there is a monetary recovery, the people who exclude themselves from the class will NOT receive any of that money. If the Court determines the Class is not entitled to any money or other relief, the people who do not exclude themselves from the Class will be bound by that decision and they will receive no recovery.**

YOUR RIGHTS AND OPTIONS

10. Do I have to do anything to remain in the Class?

If you wish to remain in the Class and be part of the lawsuit, you do not need to take any action. If you remain in the Class, you will be legally bound by any decision, favorable or unfavorable, in this lawsuit. If you stay in the Class and the Plaintiffs obtain money as a result of the trial, you will be notified about how the money will be distributed and the procedure for submitting a claim.

11. How do I ask the Court to exclude me from the Class?

If you want to exclude yourself from the Class, you must make that request in writing. To ask to be excluded, you must fill out, sign, and return the enclosed postcard or prepare your own letter stating your name, address, and the last four numbers of your social security number. The letter must state that “I request to be excluded from the Class.” The postcard or letter must be mailed to **CPT Group, Inc.** at **50 Corporate Park, Irvine, CA 92606**, post-marked no later than **August 22, 2022**. You may also get an Exclusion Request form at www.cptgroupcaseinfo.com/QuestDiagnosticsSettlement and exclude yourself by following the directions on the website.

Remember, if you exclude yourself from the Class—which is also sometimes called “opting-out” of the Class—you will not be eligible to get any money from this lawsuit, if there is an award later on. If you exclude yourself, you will not be legally bound by the Court’s orders or judgments in this lawsuit.

12. If I Stay In The Lawsuit Will It Affect My Work With Quest?

No. Regardless of the option you choose, Quest Diagnostics will not retaliate against you. California law prohibits any form of retaliation or harassment based upon someone’s participation in a lawsuit.

If you feel that Quest Diagnostics has retaliated or threatened to retaliate against you or other RSRs for remaining in the class or participating in this action, please contact Class Counsel Marlin & Saltzman at (818)991-8080 immediately.

13. Do I have a lawyer in this case?

Yes, if you choose to participate as a Class Member. Without determining whether there has been any wrongdoing by Quest Diagnostics, the Court appointed the attorneys for the former employees who brought this case to jointly represent Class Members as Class Counsel. Their contact information is listed below.

Marlin & Saltzman
29800 Agoura Rd., Suite 210
Agoura Hills, CA 91301
(818)991-8080

Law Offices Of Thomas W. Falvey
550 North Brand Boulevard, Suite 1500
Glendale, California 91203-1922
(818)547-5200

Boyamian Law Inc.
550 North Brand Boulevard, Suite 1500
Glendale, California 91203-1922
(818) 423-4455

Aegis Law Firm, PC
9811 Irvine Center Dr., Suite 100
Irvine, California 92618
(949) 379-6250

Class Counsel’s contact information is also available at www.marlinsaltzman.com, www.boyamianlaw.com, www.falveylaw.com, and www.aegislawfirm.com.

14. Should I get my own lawyer?

Class Members do not need to hire their own lawyer because Class Counsel represents the interests of the Class Members who participate in this lawsuit. But, if you want your own lawyer, you will have to pay that lawyer. For example, you can ask him or her to appear in this lawsuit for you if you want someone other than Class Counsel to speak for you.

15. How will Class Counsel be paid?

As a Class Member, you are not personally responsible for expenses or attorneys' fees Class Counsel incur in this lawsuit, whether Plaintiffs win or lose this case. If the lawsuit is successful and money is obtained for the Class, Class Counsel will apply to the Court to approve the payment of reasonable legal costs, expenses and attorneys' fees. If the Court grants Class Counsels' request, these costs would be either deducted from any money recovered for the Class or paid separately by Quest Diagnostics. If there is no recovery, there will be no attorneys' fees paid to Class Counsel.

GETTING MORE INFORMATION

16. How do I get more information?

Visit the website, www.cptgroupcaseinfo.com/QuestDiagnosticsSettlement, where you will find the Court's Order Certifying the Class In Part, the Complaint that the Plaintiffs submitted, the Defendant's Answer to the Complaint, as well as an Exclusion Request form. If you need additional information, you should write to Class Counsel (at the address set out in paragraph 13 above), call them at 1-(818)991-8080, or contact them at www.marlinsaltzman.com, www.boyamianlaw.com, www.falveylaw.com, and www.aegislawfirm.com, or the company hired to administer this notice process, CPT Group, Inc at 1-(888) 598-0444.

Please Do Not Call The Court or The Court Clerk.