

Jessica Hernandez, et al. v. Wal-Mart Associates, Inc.
U.S. District Court Central District of California, Case No. 5:21-cv-00166-FLA-KK

**IMPORTANT NOTICE REGARDING YOUR PRIVACY RIGHTS
AND DISCLOSURE OF YOUR NAME, HOME ADDRESS, AND HOME TELEPHONE NUMBER**

PLEASE READ CAREFULLY

THE LEGAL ACTION

A class and representative court action has been filed against Defendant Wal-Mart Associates, Inc. (“Walmart”) by Plaintiffs Jessica Hernandez and Carol Turner (“Plaintiffs”) on behalf of all hourly, non-exempt associates who worked in Walmart stores in California during the period of November 17, 2017 to the present.

The lawsuit contends that Walmart violated the California Labor Code by failing to (1) provide meal periods; (2) provide accurate itemized wage statements; (3) pay all wages due to discharged and quitting employees; and (4) reimburse employees for cell phone expenses incurred in the discharge of duties. The action seeks damages and statutory penalties, restitution under the Unfair Competition Law (UCL), and civil penalties under the Private Attorneys General Act (PAGA).

The court in this action has not determined whether Walmart has violated any law, and Walmart denies any wrongdoing. The parties are in the process of investigating the facts of this case. As part of that investigation, the attorneys for Plaintiffs are seeking to contact former and current employees to interview them about their work experiences with Walmart.

PURPOSE OF THIS NOTICE

The purpose of this notice is to inform you that a request has been made for your contact information, and to advise you of your rights regarding the release of your contact information. The reason you are receiving this notice is because Walmart’s records indicate that you worked as a non-exempt employee in one or more Walmart stores during the period of November 17, 2017 to the present and that you may be a member of the alleged class of individuals on whose behalf Plaintiffs brought this court action.

This letter is being sent to you by a neutral third-party administrator to give you the opportunity to object to the disclosure of your name and contact information.

YOUR RIGHTS AND OPTIONS REGARDING DISCLOSURE OF YOUR CONTACT INFORMATION

Plaintiffs and Walmart respect your privacy and your right to not have your personal contact information shared with the lawyers for Plaintiffs. Walmart has not yet released your name or personal contact information. You may elect to not have your information provided to Plaintiffs’ attorneys or to participate in this lawsuit. To ensure your rights to privacy, Plaintiffs and Walmart have agreed that this notice be sent to you to allow you to decide whether you want your name and personal contact information disclosed. The parties have agreed that if disclosed, your contact information will be kept confidential and will only be used for purposes of this lawsuit.

You have two options:

OPTION ONE: If you do not want your name, home address, and telephone number on file with Defendant to be provided to Plaintiff’s attorneys, you must sign and complete the attached pre-paid postcard and return it to: Hernandez, et al. v. Wal-Mart Associates, Inc.; c/o CPT Group, Inc.; 50 Corporate Park; Irvine, CA 92606; Fax 1-949-419-3446 postmarked or facsimile no later than November 12, 2022. If you do not return the postcard on time, Walmart will release your contact information to Plaintiffs’ attorneys.

OPTION TWO: If you do want your name, home address, and telephone number to be provided to Plaintiffs’

attorneys, then you need not take any action. By doing nothing, your information will be released. Plaintiffs' attorneys have agreed that your contact information will not be further disclosed and will only be used in connection with this court action.

You are under no obligation to allow the release of your contact information or discuss the lawsuit with the attorneys for either Walmart or Plaintiffs. You will not be penalized (or rewarded) in any way by Walmart based on your decision to allow or not allow your name and contact information to be given to Plaintiffs' attorneys. If you are contacted by Plaintiffs' attorneys, you are not required to speak with them or participate in the lawsuit. Similarly, you are not required to speak to Walmart's attorneys about this lawsuit. Further, your decision to withhold your name and contact information at this time will have no impact on any right you may have to participate in this lawsuit in the event it is later certified as a class action.

THIS NOTICE IS NOT A COMMUNICATION FROM THE COURT AND IS NOT AN EXPRESSION OF ANY OPINION BY THE COURT AS TO THE MERITS OF THE CLAIMS OR DEFENSES BY ANY PARTY IN THIS LITIGATION.

PLEASE DO NOT CONTACT THE COURT OR THE CLERK OF THE COURT

IF YOU HAVE ANY QUESTIONS REGARDING THIS NOTICE YOU MAY CONTACT THE ADMINISTRATOR, CPT GROUP, INC., AT 1-888-373-2581

If you have any questions about this notice, you may seek independent legal counsel or you may contact any of the attorneys representing the parties in this case at the addresses and telephone numbers listed below:

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