

**IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF MISSOURI**

JILL HODAPP, et al., individually and on
behalf of all those similarly situated,

Plaintiff,

v.

REGIONS BANK,

Defendant.

No.: 4:18-cv-01389-HEA

As a current or former Branch Service Leader, Branch Team Lead, Financial Relationship Associate, Financial Relationship Consultant, Financial Relationship Senior Consultant, Financial Relationship Senior Consultant-Team Lead, Financial Relationship Consultant-Team Lead, Financial Relationship Specialist, Financial Service Specialist, Teller, or Universal Banker employed by Regions Bank in Missouri, Arkansas, Illinois, or Indiana during the period detailed below, and who according to Regions Bank’s records used its computer-based time recording system and/or performed opening procedures, you are eligible to receive a payment pursuant to the settlement of this case.

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

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
OBTAIN A PAYMENT – SIGN SETTLEMENT AWARD CHECK WITHOUT MODIFICATION	If you do not opt out and if the Court grants final approval of the settlement, you will receive a Settlement Award check containing the following language on the back of the check: “By cashing, depositing, or otherwise negotiating this check, I consent and opt-in to become a plaintiff for settlement purposes, and understand that I am bound by the release of claims in the Settlement Agreement and Release Approved by the United States District Court for the Eastern District of Missouri, in the lawsuit titled Jill Hodapp v. Regions Bank, Case No. 4:18-cv0-01389-HEA.” If you endorse the Settlement Award check without modifying the above language, you will receive a Settlement Award.
OPT OUT	If you do not want to participate in the settlement, and want to retain your right to sue Regions for unpaid overtime wages, you must timely submit a written Opt-Out Request to the Settlement Administrator, as discussed in Section 6 below. If you timely submit an Opt-Out Request, you will not receive a settlement payment.
OBJECT	If you do not timely submit an Opt-Out Request, you have the opportunity to file a timely objection as set forth in Section 7 below. However, you cannot object to the settlement if you timely submit an Opt-Out Request.

To:

<<fname>> <<lname>>
<<address>> <<address_2>>
<<city>> , <<state>> <<zip>>

PLEASE READ THIS NOTICE CAREFULLY AS IT CONTAINS IMPORTANT INFORMATION ABOUT YOUR LEGAL RIGHTS.

Recently, the Honorable Judge Henry Edward Autrey of the United States District Court for the Eastern District of Missouri preliminarily approved a settlement of this collective and class action lawsuit and authorized this Notice.

- This Notice is directed to you because, according to Regions Bank’s records, you worked at Regions in Missouri, Arkansas, Indiana, or Illinois in a “Covered Position” (Branch Service Leader, Branch Team Lead, Financial Relationship Associate, Financial Relationship Consultant, Financial Relationship Senior Consultant, Financial Relationship Senior Consultant-Team Lead, Financial Relationship Consultant-Team Lead, Financial Relationship Specialist, Financial Service Specialist, Teller, or Universal Banker) and used the computer-based time recording system and/or performed opening procedures during the period August 21, 2015 to August 25, 2021 (collectively, “Putative Class Members”).
- The individuals who have filed or joined this case were employed by, and sued, Regions Bank alleging it failed to pay them, and other Putative Class Members, for all the overtime hours they worked. Specifically, they allege Regions failed to pay them for hours worked before clocking in.
- Regions Bank denies the allegations in the lawsuit and asserts all Putative Class Members were properly compensated at all times.
- Recognizing the risks and expenses, as well as the inconvenience, associated with litigation, the Parties have agreed to settle this case. The Court has not made any rulings about the merits of the claims made in the case. However, the Court has reviewed and preliminarily approved the Settlement and this Notice.
- If the Court approves the settlement, the Settlement Administrator will deduct from the settlement fund the amounts needed to cover approved attorney’s fees and costs, settlement administration fees, and service awards, and pay the Settlement Award checks from the remaining “Net Settlement Fund.”
- Under the allocation formula created by the Settlement, you are entitled to a share of the Net Settlement Fund based on the number of weeks you worked in one of the Covered Positions in Missouri, Arkansas, Indiana, or Illinois during the period August 21, 2015 to August 25, 2021. Required or authorized deductions, such as your share of income taxes, will be made from your gross Settlement Award amount.

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- Neither Class Counsel, nor Regions Bank, make any representations about the tax obligations associated with your settlement payment.

THE SETTLEMENT BENEFITS – WHAT YOU GET

1. What does the settlement provide?

Regions Bank has agreed to pay a maximum of \$7,550,000.00 to settle this case (the “Global Settlement Fund”). The settlement will provide payments to around 6,800 individuals, who are Putative Class Members and/or previously submitted a valid consent form to join the collective action under the Fair Labor Standards Act (“FLSA”) (collectively, “Settlement Class Members”). The settlement will also include, for their service in obtaining this settlement, service awards totaling \$72,500 to eleven (11) individuals who were named as Plaintiffs in this case, assisted in the investigation and litigation of the lawsuit, and assisted in the preparation for and outcome of the mediation that led to this settlement; attorneys’ fees of up to one-third of the Global Settlement Fund plus costs of no more than \$115,000.00; and the fees of the Settlement Administrator to facilitate this settlement. The funds allocated to Settlement Class Members who fail to timely negotiate their Settlement Award checks will be donated to The United Way.

2. How much is my payment and how was it calculated?

If you did not otherwise exclude yourself from the Settlement by timely submitting a written Opt-Out Request to the Settlement Administrator, you will receive the gross amount of \$<<Award Rounded>>, half of which is subject to deductions for applicable taxes and withholding like any other paycheck, and for which you will receive an IRS Form W-2, and half of which will be reported on an IRS Form 1099. The gross amount takes into account the number of weeks you worked for Regions Bank in one or more of the Covered Positions from August 21, 2015 to August 25, 2021.

The formal settlement agreement executed by the Parties and approved by the Court (the “Settlement Agreement”) includes the exact formula for determining your gross Settlement Award amount. You may obtain a copy of the Settlement Agreement by following the instructions in Section 12 below. Payment will be made only if the Court grants final approval to the settlement, so we do not know exactly when the Settlement Award checks will be sent to you.

Note, Settlement Award checks that are not cashed within 180 days of issuance will be null and void.

HOW YOU GET A PAYMENT

3. How do I obtain my payment?

If the settlement is finally approved by the Court, and you do not otherwise exclude yourself from the settlement by timely submitting a written Opt-Out Request to the Settlement Administrator, you will receive a Settlement Award Check containing the following language on the back of the

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check: “By cashing, depositing, or otherwise negotiating this check, I consent and opt-in to become a plaintiff for settlement purposes, and understand that I am bound by the release of claims in the Settlement Agreement and Release Approved by the United States District Court for the Eastern District of Missouri, in the lawsuit titled Jill Hodapp v. Regions Bank, Case No. 4:18-cv0-01389-HEA.” If you endorse the Settlement Award check without modifying the above language, you will receive a Settlement Award.

4. Am I giving anything up by participating in the settlement?

If you do not exclude yourself by timely submitting a written Opt-Out Request to the Settlement Administrator, upon the Court’s final approval of the settlement, you will fully release and discharge Regions Bank and its corporate parents, corporate siblings, subsidiaries, predecessors, successors, affiliates, and otherwise related entities, and the officers, directors, shareholders, employees, representatives, agents, insurers and attorneys of any of them (collectively, “Released Person(s)”), from any and all claims, rights, demands, liabilities, and causes of action of every nature and description, whether known or unknown, that were made in the *Hodapp* case and the Related Cases, through the Effective Date, regardless of the theory of law under which such claims could be brought, including but not limited to the Fair Labor Standards Act and any other federal laws, including common law, and any other state law, including state wage and hour laws, wage payment laws, and common law theories, such as breach of contract, unjust enrichment, and *quantum meruit*, relating back to the full extent of your respective Covered Period through the date of this Settlement Agreement.

If you timely exclude yourself from the settlement by timely submitting a written Opt-Out Request to the Settlement Administrator, as further detailed below, you retain your rights to bring your own cases against Regions for the above claims.

The lawyers representing the Settlement Class Members in this case believe this settlement is a fair and reasonable resolution of the case, and encourage you to participate by not filing an Opt-Out Request.

5. When will I get my payment?

The Court will hold a hearing on July 20, 2022 at 11:30 a.m. to determine if it should approve the settlement. If the Court approves the settlement, there may be appeals after that. It is always uncertain whether these appeals can be resolved, and resolving them can take time. Settlement Award checks will be issued once the Court approves the settlement and any appeals have been resolved. Please be patient.

HOW YOU EXCLUDE YOURSELF OR OBJECT

6. How can I opt out of the settlement?

If you want to opt out of the settlement, you must timely submit a signed Opt-Out Request form that provides your name, current address, and telephone number and includes a statement to the

effect that you want to be excluded from the settlement. The signed Opt-Out Request must be mailed to the Settlement Administrator listed in Section 12, and be post-marked by no later than **Monday, June 27, 2022** .

If you do not timely submit a signed Opt-Out Request, you will continue to be a Class Member, and that means, if the Court grants final approval to the settlement, you will receive a Settlement Award, release the claims described above in Section 4, and you will be prohibited from bringing, or participating in, any other cases concerning those claims against Regions Bank or Released Persons. It also means all of the Court's orders will apply to you and legally bind you.

7. What if I have an objection to the settlement?

If you do not opt out of the settlement, you have the right to object to it. The Court will consider your views. To object to the settlement, you must send a letter to the Settlement Administrator at the address in Section 12 by no later than **Monday, June 27, 2022** . Written objections must disclose your full name, address, and telephone number, your full basis for your objection, and a reference to the case number: 4:18-cv-01389-HEA.

An objector also has the right to appear in person at the Final Fairness Hearing (explained in Section 9 below), but attendance at the hearing is not required to have objections considered by the Court. If you intend to appear at the Final Approval Hearing, in your objection letter, you should state, "I intend to appear at the Final Fairness Hearing" in your objection letter.

8. What's the difference between opting out and objecting?

Objecting is telling the Court you think there is an issue with the settlement, and you are asking the Court not to approve it. You can object only if you remain a Putative Class Member. Opting out is telling the Court you do not want to be a Class Member. If you exclude yourself, you have no basis to object because the case no longer affects you.

THE FINAL FAIRNESS HEARING

9. When is the Final Approval Hearing?

A Final Fairness Hearing before the Court will be held on July 20, 2022 at 11:30 a.m. at:

111 South 10th Street
St. Louis, MO 63102
Courtroom: 10 North

The purpose of the Final Fairness Hearing is for the Court to determine if the Settlement is fair, adequate, and reasonable, and if it should be approved by the Court. The Court will take into account any objections timely submitted as previously described.

10. Do I have to come to the hearing?

No. Class Counsel will answer questions the Court may have. If you submit an objection, you may but do not have to come to the Court to talk about it. As long as you returned your written objection on time, the Court will consider it. But, you are welcome to come at your own expense.

THE LAWYERS REPRESENTING YOU

11. Do I have a lawyer in this case and how will they be paid?

The Court has decided the lawyers at Swartz Swidler, LLC are qualified to represent you and fellow Settlement Class Members. These lawyers are “Class Counsel.” You will not be charged out-of-pocket for these lawyers’ work because their fees and costs will be paid from the settlement fund as approved by the Court. These fees will compensate Class Counsel for the time they incurred investigating the facts, litigating the case, and negotiating the settlement. Class Counsel will also ask the Court to approve payment for their out-of-pocket costs. You do not need to retain your own attorney to participate in this settlement.

If you wish to assert an objection, Class Counsel will not represent you in asserting the objection. You may, but do not have to, retain your own attorney to assert the objection.

FOR MORE INFORMATION

12. Are there more details about the Settlement?

This Notice summarizes the settlement as it applies to you. More details can be found in the Settlement Agreement and on the settlement website www.regionsotsettlement.com. You are encouraged to read it. To the extent there is any inconsistency between this Notice and the Settlement Agreement, the Settlement Agreement controls. You may obtain a copy of the Settlement Agreement by sending a request, in writing, to the Settlement Administrator at:

Hodapp, et. al v. Regions Bank Settlement Administrator
c/o Settlement Services, Inc.
P.O. Box 10269
Tallahassee, FL 32302-2269
Phone: (833) 967 -3920
E-mail: claims@ssiclaims.com

Otherwise, if you have other questions about the settlement, you can contact the Settlement Administrator at the contact information above, or Class Counsel, your lawyers, at:

Justin L. Swidler
Matthew D. Miller
Swartz Swidler, LLC
1101 Kings Hwy. N., Ste. 402
Cherry Hill, NJ 08034

Website: www.swartz-legal.com
Telephone: (856) 685-7420
Fax: (856) 685-7417
Toll Free: 877-529-9501
E-mail: mmiller@swartz-legal.com

MailID: <<MailID>>