

**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 during the period detailed below, who according to Regions Bank's records used its computer-based time recording system and/or performed opening procedures, and who, according to Plaintiffs' counsel's records, submitted a valid opt-in form to join the collective action, 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.*

<b>YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:</b>	
<b>OBTAIN A PAYMENT – DO NOTHING</b>	If you do nothing and the Court grants final approval of the settlement, you will receive a Settlement Award check.
<b>OBJECT</b>	You may file an objection as set forth in Section 6 below.

To:

<<fname>> <<lname>>  
<<address>> <<address\_2>>  
<<city>>, <<state>> <<zip>>

MailID: <<MailID>>

**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 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), used the computer-based time recording system and/or performed opening procedures during the period August 21, 2015 to August 25, 2021, and, according to Plaintiffs' counsel's records, submitted a valid consent form in the *Hodapp* case (collectively, "Collective Action 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 Collective Action 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 Collective Action 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 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.
- 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 Collective Action Members and/or individuals who worked in a Covered Position for Regions in Missouri, Arkansas, Indiana, or Illinois from August 21, 2015 to August 25, 2021 (collectively “Putative Settlement Class Members”). The settlement will also include, for their service in obtaining this settlement, service awards totaling \$72,500.00 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 is my payment calculated?

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 is based on the proportion of the number of weeks you worked in one of the Covered Positions from August 21, 2015 to August 25, 2021 out of the total number of weeks worked by all Putative Settlement Class Members in the Covered Positions during this time period.

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 10 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 Court grants final approval to the settlement, you will be automatically included in the settlement.

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

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,

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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.

The lawyers representing the Settlement Class Members in this case believe this settlement is a fair and reasonable resolution of the case.

#### **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.

#### **6. What if I have an objection to the settlement?**

You may file an objection by **Monday, June 27, 2022** by sending a letter to the Settlement Administrator at the address in Section 10. 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. You may be represented by counsel or proceed *pro se* but will not be represented by Swartz Swidler, LLC with respect to the objection.

An objector may appear in person at the Final Fairness Hearing (explained in Section 7 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.”

### **THE FINAL FAIRNESS HEARING**

#### **7. 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 decide whether to take into account any objections timely submitted as previously described.

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**8. 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 decide whether to consider it. But, you are welcome to come at your own expense.

**THE LAWYERS REPRESENTING YOU**

**9. 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**

**10. 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](http://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](mailto: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](http://www.swartz-legal.com)  
Telephone: (856) 685-7420  
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