

NOTICE OF CLASS ACTION SETTLEMENT

THIS NOTICE MAY AFFECT YOUR RIGHTS PLEASE READ IT CAREFULLY

I. WHY SHOULD I READ THIS NOTICE?

The purpose of this Notice is to inform you of the potential resolution of a class action lawsuit entitled “*William C. Haley, Jr., et al., individually and behalf of all others similarly situated, Plaintiffs v. J.B. Hunt Transport, Inc., Defendant.*” The case is designated Case No. 24-2-09661-2 KNT and is currently pending in King County Superior Court.

The Action alleges that J.B. Hunt Transport, Inc. (“JB Hunt” “Defendant” or the “Company”) did not comply with Washington wage and hour law with respect to driver job postings not including a wage scale or salary range for the position. The lawsuit contains one cause of action for violations of Washington’s Wage Transparency Law (RCW 49.58.110). JB Hunt denies all wrongdoing.

On May 8, 2024, the parties reached a provisional settlement in this matter, which means the ultimate settlement (“Settlement”) is subject to Court approval. On July 12, 2024, the Court issued an order preliminarily certifying a Settlement class. The Court has not expressed any opinion as to the validity of the claims raised in this case and had not ruled on any of the causes of action prior to the parties’ agreement to settle. JB Hunt maintains that it complied with applicable law. There is, therefore, a *bona fide* dispute regarding whether or not penalties are owed to the class members.

YOUR RIGHTS MAY BE AFFECTED BY THIS ACTION because, according to JB Hunt’s records, you are a member of the settlement class. The settlement class includes all individuals who, from January 1, 2023 through March 19, 2024 applied for a driver job opening in the State of Washington with Defendant, other than for the UNFI – Ridgefield, Washington account, where the job posting did not disclose the wage scale or salary range for the position (collectively, “Class Members” or “Class”).

II. WHAT WILL I RECEIVE FROM THE SETTLEMENT?

The following are aspects of the Settlement preliminarily approved by the Court:

- JB Hunt will pay a Gross Settlement Amount of \$4,261,250 which will include: (1) payments to the Participating Class Members (i.e., those Class Members who do not submit a request to be excluded from the Settlement); (2) Class Counsel’s attorneys’ fees (1/3 of the Gross Settlement Amount, i.e., \$1,406,212.50), plus up to \$10,000.00 in costs, subject to Court approval; (3) a service payment to each of the Class Representatives of \$15,000.00 (totaling \$75,000.00), subject to Court approval; and (4) Settlement administration costs (which are estimated to be \$21,500).
- Individual Settlement Payments will be distributed to all Class Members except for those who elect to opt out of the Settlement per the terms in Section IV.C. below. Your estimated Individual Settlement Payment is included below.
- All Class Members who do not opt out of the Settlement will release JB Hunt from any and all liability for claims arising directly or indirectly from facts alleged in the Action as set forth in Section III.A. during the Class Period.
- Each Participating Class Member’s Individual Settlement Payment will be based on a formula which subtracts from the Gross Settlement Amount the attorneys’ fees and litigation costs, the service awards, and the Settlement Administrator’s costs, as approved by the Court. The remaining amount (the “Net Settlement Amount”) will be divided by 2,217 the total number of class member applications, multiplied by the individual class member application. The payments to Participating Class Members are referred to as each Participating Class Members’ “Individual Settlement Payment.”

YOUR ESTIMATED SHARE OF THE SETTLEMENT IS: <<SettAmount>>. THIS AMOUNT MAY BE HIGHER OR LOWER BASED ON RULINGS OF THE COURT RELATED TO FEES, COSTS AND THE ENHANCEMENTS, AND OTHER FACTORS.

- Any checks that are not cashed within 120 days will result in 50% of the amount being sent by the Settlement Administrator to the Washington Unclaimed Property Fund in the name of the Participating Class Member who did not cash his or her check and 50% to JB Hunt.
- One hundred percent (100%) of each Individual Settlement Payment will be treated as payment for penalties and interest and will be reported on a 1099 basis. Participating Class Members are encouraged to seek independent advice regarding the tax consequences of their settlement awards.
- No employee benefit shall increase or accrue as a result of any payment made in connection with this Settlement.

III. WHAT IS THE EFFECT OF THE SETTLEMENT?

A. Release of Claims.

All Participating Class Members, understanding that there is a *bona fide* dispute regarding penalties they may be owed, among other things, will irrevocably release and discharge Defendant and all of its affiliated agents, employees, servants, officers, directors, partners, trustees, representatives, shareholders, members, stockholders, attorneys, parents, subsidiaries, equity sponsors, related companies/corporations and/or partnerships (defined as a company/corporation and/or partnership that is, directly or indirectly, under common control with Defendant or any of its parents and/or affiliates), divisions, assigns, predecessors, successors, insurers, consultants, joint ventures, joint employers, affiliates, and alter-egos, and all of their respective past, present and future employees, directors, officers, agents, attorneys, stockholders, fiduciaries, parents, subsidiaries, and assigns (the “Released Parties”) from all claims during the time period from January 1, 2023 through March 19, 2024 (the “Class Period”) in the Complaint asserted against Defendant, including claims for violations of RCW 49.58.110, and claims for penalties, actual or statutory damages, and interest under RCW 49.58.060 and 49.58.070, as well as attorneys’ fees and costs, and any claims under any state, federal, or local law arising from the claims in the Complaint based on the same factual predicates as alleged therein, to the fullest extent permitted by law. This Release does not release any claims that the law does not permit each Participating Class Member to release.

The release of claims recited in this paragraph shall not apply to Class Members who timely and properly submit a written Opt Out, as described below. If you submit a written Opt Out, you will not release any claims and you will not receive any settlement award from this case.

Each Participating Class Member is responsible for appropriately reporting the proceeds received as a result of this Settlement on his/her taxes, and agrees to hold the Released Parties harmless with respect to any dispute arising from or related to such reporting.

If you are a Class Member as defined by this Settlement and you do not elect to exclude yourself through a valid and timely submitted written Opt Out, you will be deemed to have entered into this release, even if you do nothing at all.

B. Payment To Participating Class Members.

If you do not elect to opt out of the Settlement, and thereby qualify to receive payment under the Settlement, a check will be mailed to you.

IV. WHAT ARE MY RIGHTS?

A. You May Participate In The Settlement.

If you wish to participate in the Settlement, you do not need to do anything. If your mailing address, email address, or phone number has or will change, please be sure to update the Settlement Administrator at the following address:

Haley, Jr., v. J. B. Hunt Transport, Inc.
c/o CPT Group, Inc.

50 Corporate Park
Irvine, CA 92606
Email: JBHuntTransportSettlement@cptgroup.com
Website: www.cptgroupcaseinfo.com/JBHuntTransportSettlement
Tel.: 1-888-628-0946 / Fax: (949) 419-3446

B. You May Object To The Settlement, Or Any Part Of It.

To object, you must submit a written objection and notice of intention to appear at the Final Approval Hearing to the Settlement Administrator at the below address, on or before September 23, 2024:

Haley, Jr., v. J. B. Hunt Transport, Inc.
c/o CPT Group, Inc.
50 Corporate Park
Irvine, CA 92606
Email: JBHuntTransportSettlement@cptgroup.com
Website: www.cptgroupcaseinfo.com/JBHuntTransportSettlement
Tel.: 1-888-628-0946 / Fax: (949) 419-3446

YOUR OBJECTION WILL BE FILED WITH THE COURT BY THE COUNSEL FOR THE PARTIES IN THIS CASE. IF THE COURT DENIES YOUR OBJECTION, YOU WILL BE BOUND BY THE TERMS OF THE SETTLEMENT

C. You May Exclude Yourself From This Case.

If you wish to be excluded from the Class and from the Settlement (i.e., “opt out”), which means you preserve your rights to sue on your own, or take no legal action at all, and you will receive no settlement share in this case, you must complete and mail a written Opt Out letter to the Settlement Administrator. Your Opt Out letter must be postmarked no later than September 23, 2024. The Opt Out letter must contain your name, signature, the last four digits of your social security number, and the statement:

I have received the Notice of Class Action Settlement of the Action titled *William C. Haley, Jr., et al. v. J. B. Hunt Transport, Inc.*, Case No. 24-2-09661-2 KNT, King County Superior Court. I wish to opt out of the Settlement. I understand that by requesting to be excluded from the Settlement Class, I will not receive any payment from the Settlement approved by the Court in the Action.

If you timely request exclusion from the class, you will (1) be excluded from the class; (2) not be bound by any determination or order entered in this litigation; (3) not be bound by the release; and (4) not receive a portion of the Settlement.

V. WHO REPRESENTS THE PROPOSED SETTLEMENT CLASS?

A. Class Representative.

Plaintiffs were applicants for employment with Defendant and are the Class Representatives.

B. Class Counsel.

The Court has approved the following attorneys to be Class Counsel for the purpose of representing the interest of the class:

Brian W. Denlinger, Esq.
ACKERMANN & TILAJEF, P.C.
2602 North Proctor Street, #205
Tacoma, Washington 98406
Telephone: (310) 277-0614

You may contact the Settlement Administrator should you have questions.

PLEASE DO NOT ADDRESS ANY QUESTIONS TO THE COURT OR TO JB HUNT.

VI. WHAT FEES AND COSTS ARE INVOLVED?

A. Attorneys' Fees, Costs and Expenses.

Class Counsel represented the class on a contingency fee basis. This means attorneys' fees and costs could be paid only if money was recovered for the class, and then only for a reasonable portion of the amount recovered. Here, Class Counsel will ask the Court for an award of fees and expenses not to exceed 1/3 of the Gross Settlement Amount, or \$1,406,212.50 in fees, and up to \$10,000.00 in litigation costs. JB Hunt will not oppose this request.

Class Counsel will continue to pay the costs of this litigation. Most of those costs will be paid from the Gross Settlement Amount as described elsewhere in these materials, subject to the Court's approval. You are not individually responsible for any of those costs.

B. Class Representative Payments.

The Class Representatives will ask the Court to grant their service payments of \$15,000.00 each (totaling \$75,000.00) for their efforts on behalf of the settlement class. JB Hunt will not oppose these requests. Granting of any service payment is at the Court's discretion.

VII. FINAL APPROVAL HEARING

The Court has set the Final Approval Hearing as follows:

Date: November 1, 2024

Time: 10:00 a.m.

Place: 516 Third Ave. Courtroom No. E-863, Dept. 51, Seattle, WA 98104

PLEASE DO NOT ADDRESS ANY QUESTIONS TO THE COURT OR TO JB HUNT.