

IMPORTANT NOTICE OF UNPAID WAGES LAWSUIT

NOTICE OF CERTIFICATION OF CONDITIONAL COLLECTIVE ACTION IN UNPAID WAGES LAWSUIT AGAINST CONCENTRIX CORPORATION

Armstrong v. Concentrix Corporation
U.S. District Court for the Northern District of California

TO: ALL CURRENT AND FORMER AT-HOME CUSTOMER SERVICE REPRESENTATIVES WHO WORK OR HAVE WORKED FOR CONCENTRIX CORPORATION ANY TIME FROM DECEMBER 14, 2015 THROUGH JUDGMENT.

I. INTRODUCTION

You have received this Notice because Concentrix Corporation (“Concentrix”) records indicate that you may be eligible to join a collective action lawsuit involving the Federal Fair Labor Standards Act, 29 U.S.C. § 201 *et seq.* (“FLSA”), entitled *Armstrong v. Concentrix Corporation*, No. 3:16-cv-05363-WHO (the “Lawsuit”). The Lawsuit is pending in the U.S. District Court for the Northern District of California.

II. DESCRIPTION OF LAWSUIT

On September 19, 2016, a lawsuit was filed against Concentrix Corporation (“Concentrix”). The lawsuit alleges that Concentrix violated the federal Fair Labor Standards Act (“FLSA”) by requiring At-Home Customer Service Representatives (“AHCSRs”) to routinely perform certain startup and shutdown activities off-the-clock, without pay. These activities include logging in to and out of required computer programs, software programs, servers, phone systems, and applications, and winding up calls. Plaintiff alleges that she and other AHCSRs are entitled to recover wages and overtime for all such work performed after September 19, 2013. Plaintiff also seeks an additional equal amount as liquidated damages, as well as attorneys’ fees and costs.

Concentrix contests all claims that have been asserted and denies any wrongdoing or liability. On December 22, 2016, the Court conditionally certified the Lawsuit’s FLSA claims to proceed as a “collective action” on behalf of all employees fitting the Class Description below. This Notice and its contents have been authorized by the U.S. District Court for the Northern District of California. This Notice has been issued in order to determine the identity of those persons who wish to be involved in this Lawsuit’s FLSA claims.

III. CLASS DESCRIPTION

This notice applies to you if you are a current or former At-Home Customer Service Representative who worked for Concentrix at any time since December 14, 2015.

IV. YOUR RIGHT TO PARTICIPATE AND THE DEADLINE TO DO SO

If you fit the class description above, you may assert an FLSA claim by completing and returning the attached “Consent to Join” form via email, facsimile, or mail to:

Veronica L Stewart, Paralegal
Sommers Schwartz, PC
One Towne Square, Suite, 1700
Southfield, MI 48076
Fax: 248-936-2174
Email: FLSA@sommerspc.com

TO ASSERT A CLAIM UNDER THE FLSA, YOU MUST SIGN, DATE AND MAIL, FAX, OR E-MAIL THE ENCLOSED "CONSENT TO JOIN" FORM TO THE ADDRESS LISTED ABOVE WITHIN 60-DAYS FROM THE DATE OF THE MAILING THIS NOTICE. YOU MAY ALSO OBTAIN A COPY OF THE CONSENT TO JOIN FORM AT [HTTP://SIMPLURIS.COM/CASE-INFORMATION](http://SIMPLURIS.COM/CASE-INFORMATION).

If you wish to join the Action, you should return the 'Consent to Sue' form. If you do not wish to join this Lawsuit, you should simply take no action.

V. NO RETALIATION IS PERMITTED

Federal law prohibits Concentrix from discriminating or retaliating against you for joining this Lawsuit.

VI. EFFECT OF JOINING THIS LAWSUIT

If you choose to opt-in by returning the consent to join form, you will be asserting a claim for unpaid wages under the FLSA against Concentrix. If you opt-in, you will be bound by the judgment or settlement, whether it is favorable or unfavorable, and, if Plaintiff succeeds on her claims, you may receive backpay along with associated damages owed to you by Concentrix. Further, if you opt-in, you designate the collective action representatives as your agents to make binding decisions on your behalf concerning the litigation. If you consent to join this Lawsuit, you may be required to provide information.

VII. PLAINTIFF'S COUNSEL

If you choose to opt-in and agree to be represented by the named Plaintiffs through their attorneys, your counsel in this case will be Sommers Schwartz, PC and Outten Golden, LLP, who can be contacted as follows:

Kevin Stoops
Sommers Schwartz, PC
One Towne Square, Suite 1700
Southfield, Michigan 48076
888-369-6081

VIII. IF YOU CHOOSE NOT TO JOIN THIS LAWSUIT

If you do not wish to join the collective action, you will not be affected by the judgment rendered (whether favorable or unfavorable) or settlement reached in this case. Further, you will be free to file your own lawsuit in any Federal District Court where such a lawsuit may properly be brought.

IX. NO OPINION EXPRESSED AS TO MERITS OF LAWSUIT

This notice is for the sole purpose of providing you with information concerning your right to join this Lawsuit. Although this notice and its contents have been authorized by the Court, the Court takes no position regarding the merits of the claims in the Lawsuit.

X. QUESTIONS REGARDING THIS NOTICE

Please do not contact the Court or the Court clerk with questions about this Lawsuit.

If you have any questions about this Notice, the Consent to Join form, or the Lawsuit generally, you may contact Plaintiffs' Counsel, Kevin Stoops of Sommers Schwartz, P.C., at the telephone number, email, and address listed above.