

NOTICE OF PROPOSED CLASS ACTION SETTLEMENT

Daniel Bozek, et al. v. Arizona Labor Force, Inc., et al.

Case No. 2:24-cv-00210-SHD

District Court for the District of Arizona

IF YOUR PRIVATE INFORMATION WAS COMPROMISED IN THE JANUARY 2023 ARIZONA LABOR FORCE, INC., AND LABOR SYSTEMS, INC., DATA INCIDENT, A PROPOSED CLASS ACTION SETTLEMENT MAY AFFECT YOUR RIGHTS, AND ENTITLE YOU TO A CASH PAYMENT.

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

You are not being sued.

Please read this Notice carefully and completely.

- A Settlement has been reached with Arizona Labor Force, Inc., and Labor Systems, Inc. (“Arizona Labor Force” or “Defendants”) in a class action lawsuit. This case is about the targeted cyberattack on Arizona Labor Force's computer systems that occurred in January 2023 (the “Data Incident”). Certain files that contained private information were accessed. These files may have contained personal information such as names; addresses; financial history; and/or Social Security numbers.
- The lawsuit is called *Daniel Bozek, et al. v. Arizona Labor Force, Inc., et al.*, Case No. 2:24-cv-00210-SHD. It is pending in the District Court for the District of Arizona (the “Litigation”).
- Arizona Labor Force denies that it did anything wrong, and the Court has not decided who is right.
- The parties have agreed to settle the lawsuit (the “Settlement”) to avoid the costs and risks, disruptions, and uncertainties of continuing the Litigation.
- Arizona Labor Force's records indicate that you are a Class Member, and entitled to benefits under the Settlement. You may have received a previous notice directly from Arizona Labor Force.
- Your rights are affected whether you act or don't act. ***Please read this Notice carefully and completely.***

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT		DEADLINE
SUBMIT A CLAIM	The only way to receive payment from this Settlement is by submitting a valid and timely Claim Form. The fastest way to submit your Claim Form is online at www.AZLaborForceSettlement.com. If you prefer, you can download the Claim Form from the Settlement Website and mail it to the Settlement Administrator. You may also call or email the Settlement Administrator to receive a paper copy of the Claim Form.	December 28, 2026
OPT OUT OF THE SETTLEMENT	You can choose to opt out of the Settlement and receive no payment. This option allows you to sue, continue to sue, or be part of another lawsuit against the Defendants related to the legal claims resolved by this Settlement. You can hire your own lawyer at your own expense.	December 13, 2026
OBJECT TO THE SETTLEMENT AND/OR ATTEND A HEARING	If you do not opt out of the Settlement, you may object to it by writing to the Court about why you don't like the Settlement. You may also ask the Court for permission to speak about your objection at the Final Approval Hearing. If you object, you may also file a claim for Settlement benefits.	December 13, 2026
DO NOTHING	Unless you opt out of the Settlement, you are automatically part of the Settlement. If you do nothing, you will not receive payment from this Settlement and you will give up the right to sue, continue to sue, or be part of another lawsuit against the Defendants related to the legal claims resolved by this Settlement.	No Deadline

- These rights and options—**and the deadlines to exercise them**—are explained in this Notice.
- The Court in charge of this case still has to decide whether to approve the Settlement.

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Basic Information

1. Why was this Notice issued?

The District Court for the District of Arizona, authorized this Notice. You have a right to know about the proposed Settlement of this class action lawsuit, and about all of your options, before the Court decides whether to grant final approval of the Settlement. This Notice explains the lawsuit, your legal rights, what benefits are available, and who can receive them.

The lawsuit is called *Daniel Bozek, et al. v. Arizona Labor Force, Inc., et al.*, Case No. 2:24-cv-00210-SHD. It is pending in the District Court for the District of Arizona. The people that filed this lawsuit are called the “Plaintiffs” (or “Class Representatives”) and the companies they sued, Arizona Labor Force, Inc., and Labor Systems, Inc., are called the “Defendants.”

2. What is this lawsuit about?

This lawsuit alleges that during the January 2023 targeted cyberattack on Arizona Labor Force's computer systems, certain files that contained private information were accessed. These files may have contained personal information such as names; addresses; financial history; and/or Social Security numbers.

3. What is a class action?

In a class action, one or more individuals sue on behalf of other people with similar claims. These individuals are called the “Plaintiffs” or “Class Representatives.” Together, the people included in the class action are called a “Class” or “Class Members.” One court resolves the lawsuit for all Class Members, except for those who opt out from the settlement. In this Settlement, the Class Representatives are Daniel Bozek and Brandon Gaines. Everyone included in this Action are the Class Members.

4. Why is there a Settlement?

The Court did not decide whether the Plaintiffs or the Defendants are right. Both sides have agreed to a Settlement to avoid the costs and risks of a trial, and to allow the Class Members to receive benefits from the Settlement. The Plaintiffs and their attorneys think the Settlement is best for all Class Members.

Who is in the Settlement?

5. Who is included in the Settlement?

The court has defined the Class this way: “All United States residents whose PII may have been compromised in the Data Incident.” In this sentence, PII means Personally Identifiable Information.

6. Are there exceptions to being included?

Yes. Excluded from the Settlement Class are: (1) all persons who are directors, officers, and agents of Defendants, or their respective subsidiaries and affiliated companies; (2) governmental entities; and (3) the Judge assigned to this case, that Judge’s immediate family, and Court staff.

If you are not sure whether you are a Class Member, you can ask for free help any time by contacting the Settlement Administrator at:

- Email: info@AZLaborForceSettlement.com
- Call toll free, 24/7: 1-(833) 421-7257
- By mail: Arizona Labor Force Data Incident Settlement
c/o Settlement Administrator
P.O. Box 25226
Santa Ana, CA 92799-9958

You may also view the Settlement Agreement at www.AZLaborForceSettlement.com.

The Settlement Benefits

7. What does the Settlement provide?

Arizona Labor Force will establish a Settlement Fund of \$300,000.00. The Settlement Fund will first be used to pay court-approved attorneys’ fees and costs, Service Award payments for the Plaintiffs, and the costs of administering the Settlement. The net remaining money will be paid out to Class Members as described below.

Cash Payment – Pro Rata Cash. You may claim a pro rata portion of the net Settlement Fund. This payment is expected to be **\$25.00**, but may be larger or smaller depending on the total claims filed.

You do not have to provide any proof or explanation to claim this payment.

If you have questions about these benefits, you can ask for free help any time by contacting the Settlement Administrator at:

- Email: info@AZLaborForceSettlement.com
- Call toll free, 24/7: 1-(833) 421-7257
- By mail: Arizona Labor Force Data Incident Settlement
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P.O. Box 25226
Santa Ana, CA 92799-9958

8. What claims am I releasing if I stay in the Class?

If you stay in the class, you won't be able to be part of any other lawsuit against Arizona Labor Force about the issues that this Settlement covers. The "Releases" section of the Settlement Agreement (Section XIII) describes the legal claims that you give up if you remain in the Class. The Settlement Agreement is available at www.AZLaborForceSettlement.com.

Submitting a Claim Form for a Settlement Payment

9. How do I submit a claim for a Settlement benefit?

The fastest way to submit your Claim Form is online at www.AZLaborForceSettlement.com. If you prefer, you can download a printable Claim Form from the website and mail it to the Settlement Administrator at:

Arizona Labor Force Data Incident Settlement
c/o Settlement Administrator
P.O. Box 25226
Santa Ana, CA 92799-9958

You may also contact the Settlement Administrator to request a Claim Form by telephone, toll free, 1-(833) 421-7257, by email info@AZLaborForceSettlement.com, or by U.S. mail at the address above.

10. Are there any important Settlement payment deadlines?

If you are submitting a Claim Form online, you must do so by **December 28, 2026**. If you are submitting a claim by U.S. mail, the completed and signed Claim Form must be postmarked no later than **December 28, 2026**.

11. When will the Settlement benefits be issued?

The Court will hold a final approval hearing on **January 12, 2027 (see Question 18)**. If the Court approves the Settlement, there may be appeals. We do not know if appeals will be filed, or how long it will take to resolve them if they are filed.

Settlement payments will be distributed if the Court grants final approval, and after any appeals are resolved.

The Lawyers Representing You

12. Do I have a lawyer in the case?

Yes, the Court has appointed attorneys Joshua B. Swigart of Swigart Law Group, APC; and Ben Travis of Ben Travis Law APC; and Brant E. Hodyno of Compassionate Counsel, to represent you and other Class Members ("Class Counsel").

13. Should I get my own lawyer?

You will not be charged for Class Counsel's services. If you want your own lawyer, you may hire one at your expense.

14. How will Class Counsel be paid?

Class Counsel will ask the court to approve 33.33% of the Settlement Fund as reasonable attorneys' fees, plus costs of litigation up to \$25,000. This amount will be paid from the Settlement Fund.

Class Counsel will also ask for Service Award payments of \$1,500.00 for each of the Class Representatives. Service Award payments will also be paid from the Settlement Fund.

Excluding Yourself from the Settlement

15. How do I opt out of the Settlement?

If you do not want to be part of the Settlement, you must formally exclude yourself from the Settlement. This is called a Request for Exclusion, and is sometimes also called “opting out.” If you opt out, you will not receive Settlement benefits or payment. However, you will keep any rights you may have to sue Arizona Labor Force on your own about the legal issues in this case.

If you exclude yourself, you are telling the Court that you do not want to be part of the Settlement. You will not be eligible to receive any Settlement benefits if you exclude yourself.

The deadline to exclude yourself from the Settlement is **December 13, 2026**.

To be valid, your Request for Exclusion must have the following information:

- (1) the name of the Litigation: *Daniel Bozek, et al. v. Arizona Labor Force, Inc., et al.*, Case No. 2:24-cv-00210-SHD, pending in the District Court for the District of Arizona;
- (2) your full name, mailing address, telephone number, and email address (if any);
- (3) personal signature; and
- (4) the words “Request for Exclusion” or a clear and similar statement that you do not want to participate in the Settlement.

You may only exclude yourself—not any other person.

Submit your Request for Exclusion on the Settlement Website or mail it to the Settlement Administrator at:

Arizona Labor Force Data Incident Settlement
ATTN: Exclusion Request
P.O. Box 25226
Santa Ana, CA 92799-9958

Your Request for Exclusion must be submitted or postmarked by **December 13, 2026**.

Commenting on or Objecting to the Settlement

16. How do I tell the Court if I like or do not like the Settlement?

If you are a Class Member and do not like part or all of the Settlement, you can object to it. Objecting means telling the Court your reasons for why you think the Court should not approve the Settlement. The Court will consider your views.

You cannot object if you have excluded yourself from the Settlement (**see Question 15**)

You must provide the following information for the Court to consider your objection:

- (1) the name of the Litigation: *Daniel Bozek, et al. v. Arizona Labor Force, Inc., et al.*, Case No. 2:24-cv-00210-SHD, pending in the District Court for the District of Arizona;
- (2) your full name, mailing address, telephone number, and email address (if any);
- (3) a clear description of all the reasons you object; include any legal support, such as documents, you may have for your objection;
- (4) if you have hired your own lawyer to represent you for this objection, provide their name, bar number, and contact information;
- (5) if you or your lawyer have objected in any other cases in the past five years, list the names, courts, the orders ruling on your objections, and civil action numbers for each of those cases;
- (6) if you plan on calling witnesses or submitting documents at the Final Approval Hearing, provide a full list of both;
- (7) whether or not you or your lawyer would like to speak at the Final Approval Hearing; and
- (8) your signature (if you have hired your own lawyer, their signature is not sufficient).

For your objection to be valid, it must meet each of these requirements.

To be considered by the Court, you must file your complete objection with the Settlement Administrator either via the Settlement Website or by mail at:

Arizona Labor Force Data Incident Settlement
ATTN: Objections
P.O. Box 25226
Santa Ana, CA 92799-9958

Your objection must be submitted or postmarked by **December 13, 2026**.

17. What is the difference between objecting and excluding?

Objecting is telling the Court that you do not like something about the Settlement. You can object to the Settlement only if you do not exclude yourself from the Settlement. Excluding yourself from the Settlement is opting out and stating to the Court that you do not want to be part of the Settlement. If you opt out of the Settlement, you cannot object to it because the Settlement no longer affects you.

The Court's Final Approval Hearing

18. When is the Court's Final Approval Hearing?

The Court will hold a final approval hearing on **January 12, 2027 at 10:00 a.m. Mountain Time**, in Courtroom 502 of the District Court for the District of Arizona, at 401 W. Washington Street, Phoenix, Arizona, 85003.

At the final approval hearing, the Court will decide whether to approve the Settlement. The court will also decide how Class Counsel should be paid, and whether to award Service Award payments to the Class Representatives. The Court will also consider any objections to the Settlement.

If you are a Class Member, you or your lawyer may ask permission to speak at the hearing at your own cost (**See Question 16**).

The date and time of this hearing may change without further notice. Please check www.AZLaborForceSettlement.com for updates.

19. Do I have to come to the Final Approval Hearing?

No. Class Counsel will answer any questions the Court may have. You may attend at your own expense if you wish, but you do not have to.

If you file an objection, you do not have to come to the Final Approval Hearing to talk about it; the Court will consider it as long as it was filed on time. You may also pay your own lawyer to attend, but you do not have to.

If I Do Nothing

20. What happens if I do nothing at all?

If you do nothing, you will not receive a benefit from this Settlement.

You will also give up the rights described in **Question 8**.

Getting More Information

21. How do I get more information?

This Notice is a summary of the proposed Settlement. The full Settlement Agreement and other related documents are available at the Settlement Website, www.AZLaborForceSettlement.com.

If you have additional questions, you can ask for free help any time by contacting the Settlement Administrator at:

- Email: info@AZLaborForceSettlement.com
- Call toll free, 24/7: 1-(833) 421-7257
- By mail: Arizona Labor Force Data Incident Settlement
c/o Settlement Administrator
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Santa Ana, CA 92799-9958

You can obtain copies of publicly filed documents by visiting the office of the Clerk of the Court, 401 W. Washington Street, Phoenix, Arizona, 85003.

DO NOT CONTACT THE COURT OR CLERK OF COURT REGARDING THIS SETTLEMENT.