## UNITED STATES DISTRICT COURT WESTERN DISTRICT OF PENNSYLVANIA

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: : : Civil Action No
: : INDIVIDUAL, COLLECTIVE- AND : CLASS-ACTION COMPLAINT
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: Jury Trial Demanded :
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## INDIVIDUAL, COLLECTIVE- AND CLASS-ACTION COMPLAINT

### Nature of the Action, Jurisdiction, and Venue

- 1. This is an individual and collective action under the Fair Labor Standards Act (FLSA), 29 U.S.C. §§ 207(a) & 216(b), and an individual and class action under the Pennsylvania Minimum Wage Act (PMWA), 43 P.S. §§ 333.104(c) & 333.113, to recover damages for non-payment of wages.
- 2. Jurisdiction of this court is invoked under 28 U.S.C. § 1331 and, for supplemental state claims, 28 U.S.C. § 1367(a). This action is authorized and instituted under the FLSA and the PMWA.
- 3. Many of the actions and policies alleged to be unlawful were committed in and around Moon Township, Pennsylvania, where Plaintiff worked for Defendant and where Defendant conducts regular business. Therefore, this action is within the jurisdiction of, and venue is proper in, the United States District Court for the Western District of

Pennsylvania.

### **PARTIES**

- 4. **Plaintiff Veronica Hunt ("Plaintiff" or "Hunt")** resides at 116 Marie Drive, Pittsburgh, PA 15237. Plaintiff has been working in Pennsylvania for Defendant McKesson Corporation since on or about September 15, 2014.
- 5. **Defendant McKesson Corporation** ("**Defendant**" or "McKesson") is a corporation with its corporate headquarters at One Post Street, San Francisco, CA 94104. McKesson provides pharmaceutical, medical supplies and health care solutions for medical providers, pharmacies, health plans and manufacturers in Pennsylvania and elsewhere in the United States, Canada, Ireland, Israel, New Zealand and the United Kingdom. At all relevant times McKesson has maintained an office in Moon Township, Pennsylvania, located at 450 Lindbergh Drive, Moon Township, PA 15108.
- 6. At all relevant times Defendant has been an enterprise engaged in interstate commerce with annual revenues in excess of \$500,000 and has been subject to the provisions of the FLSA and the PMWA.

### **Statement of Individual Claims**

- 7. Defendant hired Plaintiff as a SalesForce.com Administrator on or about October 1, 2014. She is currently titled as a Marketing Research analyst.
- 8. At all relevant times, Plaintiff was based in the office that Defendant maintains in Moon Township, Pennsylvania, and also regularly performed some of her duties from her home.
- 9. When Defendant hired Plaintiff, Defendant promised to pay Plaintiff an annual salary of \$65,000, less payroll deductions and all required withholdings.
- 10. On or about September 26, 2016, Plaintiff was notified by Defendant that her position

- was being changed to non-exempt (hourly) beginning October 23, 2016.
- 11. The change, according to Defendant, was due to the Department of Labor ("DOL") releasing its "Final Rule" on changes to the Fair Labor Standards Act on May 18, 2016.
- 12. In the Final Rule, the DOL changed the minimum salary threshold that applies to certain overtime exemptions from \$455/week (\$23,660 per year) to \$913/week (\$47,476 per year).
- 13. Defendant distributed a handout for employees entitled *New FLSA Regulations Project*, *Employee Q&A – Confidential Information*. In the handout Defendant explains its decision to reclassify Plaintiff's position and other positions based on grade and job to be consistent across the company to meet the DOL requirements. The process used by McKesson ultimately received executive approval.
- 14. In fact, McKesson was not required by the change in the DOL Regulation to reclassify Plaintiff's position or the classification of other positions that received a salary in excess of \$47,476 per year: the new DOL Regulation only changed the salary test for the exemption, not the duties test. Had the duties test been met, no change in exemption status was necessary.
- 15. Rather, Defendant simply used the new DOL Regulation as a pretext for correcting what it knew was the misclassification of Plaintiff's position and other similar positions in an effort to hide the fact of the misclassification prior to October 23, 2016.
- 16. Plaintiff now tracks her work time using a WorkForce Central timekeeping system.
- 17. The change in classification will not change Plaintiff's annual base pay, benefits or PTO.
- 18. In fact, she was already receiving in excess of the new DOL minimum.
- 19. However, per Defendant's Handout, Plaintiff will now be eligible to be paid for hours worked over certain thresholds depending on the state where she works (e.g., overtime

- pay at time-and-one-half the regular rate of pay for hours worked in excess of 40 in a single workweek).
- 20. Prior to October 23, 2016, Plaintiff was paid no overtime.
- 21. Prior to October 23, 2016, Defendant told Plaintiff that she was exempt from overtime.
- 22. This was incorrect. In fact, Plaintiff was entitled to overtime under both the FLSA and the PMWA.
- 23. Plaintiff normally worked in excess of 50 hours each week (10 hours or more of uncompensated overtime) until the change in classification on October 23, 2016.
- 24. During the course of Plaintiff's employment, Defendant knew that the policies, practices and procedures prior to October 23, 2016, concerning Plaintiff's compensation were in violation of the overtime provisions of the FLSA and PMWA, and Defendant acted in reckless disregard of the overtime provisions of the FLSA and PMWA.
- 25. Defendant's failure to pay overtime and failure to maintain accurate time records prior to October 23, 2016, are violations of the FLSA and the PMWA.

### **Class- and Collective-Action Allegations**

- 26. This is a "hybrid" action that may be maintained as an individual action, as a collective action under the FLSA, 29 U.S.C. § 216(b), and as a class action under Federal Rule of Civil Procedure 23. *See Knepper* v. *Rite Aid Corp.*, 675 F.3d 249 (3d Cir. 2012).
- 27. The FLSA collective class includes all persons who have worked as SalesForce.com Administrators, Market Research Analysts, or similar positions at Defendant's Moon Township, PA, office and elsewhere in the United States at any time during the past three years until the change in classification on October 23, 2016.
- 28. The Rule 23 class definition is the same as the FLSA collective definition, except that the Rule 23 class applies only to PA employees, and also extends back three years prior to

- the filing of this complaint until the change in classification on October 23, 2016.
- 29. Before October 23, 2016, five hundred (500) or more individuals, like Plaintiff, have been employed by Defendant in positions, including SalesForce.com Administrators, Market Research Analysts, or similar positions at Defendant's Moon Township, PA, office and elsewhere in the United States, that were knowingly misclassified as exempt.
- 30. Before October 23, 2016, members of the Class, like Plaintiff, were misclassified as exempt and were entitled to be paid overtime pay at time-and-one-half the regular rate of pay for hours worked in excess of 40 in a single workweek.
- 31. Before October 23, 2016, members of the Class, like Plaintiff, were misclassified based on the common policy by Defendant of simply assuming without any meaningful evaluation of the actual job duties that certain positions were exempt because these positions were paid a salary above the regulatory minimum.
- 32. Plaintiff and the members of the Class were not paid for overtime worked at time-and-one-half the regular rate of pay for the hours worked in excess of 40 in a single workweek.
- 33. The duties performed by Plaintiff and the members of the Class were substantially the same.
- 34. Plaintiff and the members of the Class worked normally at least 50 hours or more each week (10 hours or more of uncompensated overtime each week) until the change in classification on October 23, 2016.
- 35. Before the change in classification Plaintiff and the members of the Class did not record their time worked either at Defendant's offices or at home in Defendant's WorkForce Central timekeeping system.

- 36. Plaintiff and the members of the Class were subjected to the same or similar unlawful policies, practices and procedures concerning their compensation and allegedly exempt status during the Class Period—namely:
  - a. Prior to October 23, 2016, members of the Class, like Plaintiff, were paid based on a salary, rather than on an hourly basis;
  - b. Prior to October 23, 2016, members of the Class, like Plaintiff, were misclassified based on the common policy by Defendant of simply assuming without any meaningful evaluation of the actual job duties that certain positions were exempt because these positions were paid a salary above the regulatory minimum;
  - c. Prior to October 23, 2016, members of the Class, like Plaintiff, were not paid any overtime premium pay for hours worked over 40 hours in workweeks during the Class Period; and,
  - d. Prior to October 23, 2016, members of the Class, like Plaintiff, worked long hours: they normally worked at least 50 or more hours each week (10 hours or more of uncompensated overtime each week).
- 37. During the Class Period, Defendant knew that the policies, practices and procedures concerning the compensation and allegedly exempt status of Plaintiff and the members of the Class were in violation of the overtime provisions of the FLSA and PMWA, and Defendant acted in reckless disregard of the overtime provisions of the FLSA and PMWA.
- 38. Prosecuting the misclassification and unpaid overtime hours claims in this case as a class action will promote judicial efficiency and will best protect the interests of the class members because the misclassification and unpaid overtime hours claims present common questions of fact and law about Defendant's blanket policy of refusing to compensate Plaintiff and members of the Class for overtime hours worked in workweeks prior to the change in classification on October 23, 2016.

- 39. There are no conflicts of interest among the class members, nor does Plaintiff have any conflicts of interest with any member of the class.
- 40. Plaintiff will fairly and adequately represent the interests of the class.
- 41. Members of the class are so numerous that joinder of all members is impractical, as Plaintiff estimates that the class includes more than 500 persons.
- 42. Prosecuting this case as a collective action under the FLSA, and a class action under the PMWA, will promote judicial efficiency and best protect the interests of the Class.
- 43. Undersigned counsel for Plaintiff and the Class is experienced in the fields of employment law, FLSA collective actions, and class-action litigation, and counsel will fairly and competently represent the interests of the class.

## **COUNT I:** Fair Labor Standards Act - Failure to Pay Overtime (Individual and Collective)

- 44. Plaintiff incorporates by reference the preceding paragraphs of this complaint as though the same were set forth fully herein.
- 45. Plaintiff and members of the Class (SalesForce.com Administrators, Market Research Analysts, or similar positions at Defendant's Moon Township, PA, office and elsewhere in the United States) are current or former employees of Defendant within the meaning of the FLSA.
- 46. Defendant is an employer within the meaning of the FLSA.
- 47. During the Class Period prior to October 23, 2016, Defendant classified Plaintiff and members of the Class as exempt from the overtime provisions of the FLSA.

- 48. During the Class Period prior to October 23, 2016, Defendant did not pay overtime after 40 hours worked in a workweek to Plaintiff or members of the Class.
- 49. During the Class Period prior to October 23, 2016, Plaintiff and members of the Class were not exempt from the overtime provisions of the FLSA.
- 50. Defendant knew that the policies, practices and procedures concerning Plaintiff's and the Class's compensation were in violation of the overtime provisions of the FLSA, and acted in reckless disregard of the overtime provisions of the FLSA.
- 51. During the Class Period prior to October 23, 2016, Plaintiff and members of the Class worked in excess of 40 hours in many workweeks and were not paid any overtime premium for time worked in excess of 40 hours.
- 52. Defendant's failure to pay overtime wages to Plaintiff and members of the Class violated the overtime provisions of the FLSA.
- 53. Under the FLSA, Plaintiff and members of the Class are entitled to recover from Defendant the overtime pay improperly withheld by Defendant, plus interest, attorneys' fees, and costs.
- 54. Under the FLSA, Plaintiff and members of the Class are also entitled to recover liquidated damages in an amount equal to their unpaid overtime.
- 55. Because Defendant's violations of the FLSA were knowing and intentional, the FLSA's three-year statute of limitation applies to Plaintiff's and the Class members' claims for overtime under the FLSA.

## COUNT II: Pennsylvania Minimum Wage Act - Failure to Pay Overtime (Individual and Class)

- 56. Plaintiff incorporates by reference the preceding paragraphs of this complaint as though the same were set forth fully herein.
- 57. Plaintiff and members of the Class (SalesForce.com Administrators, Market Research Analysts, or similar positions at Defendant's Moon Township, PA, office and elsewhere in Pennsylvania) are current or former employees of Defendant within the meaning of the PMWA.
- 58. Defendant is an employer within the meaning of the PMWA.
- 59. During the Class Period prior to October 23, 2016, Defendant classified Plaintiff and members of the Class as exempt from the overtime provisions of the PMWA.
- 60. During the Class Period prior to October 23, 2016, Defendant did not pay overtime to Plaintiff or members of the Class.
- 61. During the Class Period prior to October 23, 2016, Plaintiff and members of the Class were not exempt from the overtime provisions of the PMWA.
- 62. During the Class Period prior to October 23, 2016, Plaintiff and members of the Class worked in excess of 40 hours in many workweeks and were not paid any overtime premium for time worked in excess of 40 hours in a workweek.
- 63. Defendant's failure to pay overtime wages to Plaintiff and members of the Class violated the overtime provisions of the PMWA.
- 64. Under the PMWA, Plaintiff and members of the Class are entitled to recover from

Defendant the overtime pay improperly withheld by Defendant, plus interest, attorneys' fees, and costs.

## **Prayer for Relief**

- 65. Wherefore, Plaintiff, on behalf of herself and members of the Class, respectfully requests this Court enter judgment awarding them:
  - a. money damages in an amount equal to the overtime compensation they are due,
  - b. liquidated damages under the FLSA in an amount equal to the overtime compensation they are due,
  - c. interest, reasonable attorneys' fees, and costs, and
  - d. all other relief that is just and proper.

Dated: December 8, 2016

Pittsburgh, PA

Respectfully submitted,

### s/ Joseph H. Chivers

Joseph H. Chivers, Esq. jchivers@employmentrightsgroup.com PA ID No. 39184 THE EMPLOYMENT RIGHTS GROUP 100 First Avenue, Suite 650 Pittsburgh, PA 15222 Tel.: (412) 227-0763

John R. Linkosky, Esq. linklaw@comcast.net PA I.D. No. 66011 JOHN LINKOSKY & ASSOCIATES 715 Washington Avenue Carnegie, PA 15106 Tel.: (412) 278-1280

Counsel for Plaintiff and all others similarly situated

## Case 2:16-cv-01834-MRH Document 1-1 Filed 12/08/16 Page 1 of 2 CIVIL COVER SHEET

JS 44 (Rev. 07/16)

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the

purpose of initiating the civil do	cket sheet. (SEE INSTRUCTI	ONS ON NEXT PAGE O	r THIS r				
I. (a) PLAINTIFFS				DEFENDANTS	_		
Veronica L. Hunt, on behalf of herself and all others similarly situated 116 Marie Drive, Pittsburgh, PA 15237				McKesson Corporation 450 Lindbergh Drive, Moon Township, PA 15108			
(b) County of Residence of	First Listed Plaintiff All	egheny		County of Residence o	f First Listed Defendant		
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(c) Attorneys (Firm Name, A	ddress, and Telephone Number)	)		Attorneys (If Known)			
Joseph H. Chivers, Esq./J							
100 First Ave., Ste. 650, F	Pittsburgh, PA 15222 (	412) 227-0763					
II. BASIS OF JURISDIC	CTION (Place an "X" in On	ne Box Only)	III. C	(For Diversity Cases Only)		(Place an "X" in One Box for Plaintiff and One Box for Defendant)	
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☐ 130 Miller Act	315 Airplane Product	Product Liability	, lo	690 Other	28 USC 157	3729(a))  400 State Reapportionment	
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☐ 160 Stockholders' Suits ☐ 190 Other Contract	355 Motor Vehicle Product Liability	☐ 371 Truth in Lending ☐ 380 Other Personal	ין יי	Relations	☐ 864 SSID Title XVI	Exchange	
195 Contract Product Liability	☐ 360 Other Personal	Property Damage		740 Railway Labor Act	□ 865 RSI (405(g))	890 Other Statutory Actions	
☐ 196 Franchise	Injury	385 Property Damage	1	751 Family and Medical Leave Act		☐ 891 Agricultural Acts ☐ 893 Environmental Matters	
	☐ 362 Personal Injury - Medical Malpractice	Product Liability		790 Other Labor Litigation		☐ 895 Freedom of Information	
REAL PROPERTY	CIVIL RIGHTS	PRISONER PETITIO	ONS []	791 Employee Retirement	FEDERAL TAX SUITS	Act	
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VI. CAUSE OF ACTI	ON Brief description of c						
VII. REQUESTED IN COMPLAINT:	CHECK IF THIS UNDER RULE :	S IS A CLASS ACTION 23, F.R.Cv.P.	ON	DEMAND \$	CHECK YES onl JURY DEMANI	y if demanded in complaint: D: XYes ☐ No	
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#### JS 44A REVISED June, 2009

IN THE UNITED STATES DISTRICT COURT FOR THE WESTERN DISTRICT OF PENNSYLVANIA THIS CASE DESIGNATION SHEET MUST BE COMPLETED

PART A	
	se belongs on the ( O Erie O Johnstown O Pittsburgh) calendar.
1. ERIE CA Forest counti	LENDAR - If cause of action arose in the counties of Crawford, Elk, Erie, , McKean. Venang or Warren, OR any plaintiff or defendant resides in one of saides.
Cambri	WN CALENDAR - If cause of action arose in the counties of Bedford, Blair, a, Clearfield or Somerset OR any plaintiff or defendant resides in one of ounties.
3. Complet County	e if on <b>ERIE CALENDAR</b> : I certify that the cause of action arose inCounty.
4. Complet	e if on <b>JOHNSTOWN CALENDAR:</b> I certify that the cause of action arose inCounty and that theresides inCounty.
PART B (Ye	ou are to check ONE of the following)
1. () Thi	s case is related to Number . Short Caption
	s case is not related to a pending or terminated case.
DDETNI STO	NS OF RELATED CASES:
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PARTC	
	CATEGORY (Select the applicable category).
1. <b>Q</b>	Antitrust and Securities Act Cases
	Labor-Management Relations
3. <b>O</b> 4. <b>O</b>	Habeas corpus Civil Rights
5. <b>O</b>	Patent, Copyright, and Trademark
6. <b>Ö</b>	Eminent Domain
7. <b>©</b> 8. <b>Ö</b>	All other federal question cases All personal and property damage tort cases, including maritime, FELA, Jones Act, Motor vehicle, products liability, assault, defamation, malicious
9. O 10.O	Insurance indemnity, contract and other diversity cases.  Government Collection Cases (shall include HEW Student Loans (Education),  V A Overpayment, Overpayment of Social Security, Enlistment Overpayment (Army, Navy, etc.), HUD Loans, GAO Loans (Misc. Types), Mortgage Foreclosures, SBA Loans, Civil Penalties and Coal Mine Penalty and Reclamation Fees.)
	ify that to the best of my knowledge the entries on this Case Designation
Sheet	are true and correct /s/Joseph H. Chivers
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Date: (	
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NOTE: ALL SECTIONS OF BOTH FORMS MUST BE COMPLETED BEFORE CASE CAN BE PROCESSED.

## UNITED STATES DISTRICT COURT

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v.	· · ·	Civil Action No.
MCKESSON CO	RPORATION	) ) )
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	SUMMONS I	IN A CIVIL ACTION
To: (Defendant's name and address	McKesson Corporation 450 Lindbergh Drive Moon Township, PA 151	08
A lawsuit has been fi	led against you.	
P. 12 (a)(2) or (3) — you must	st serve on the plaintiff an a	you (not counting the day you received it) — or 60 days if you ficer or employee of the United States described in Fed. R. Civ. inswer to the attached complaint or a motion under Rule 12 of tion must be served on the plaintiff or plaintiff's attorney,
whose name and address are:	Joseph H. Chivers, Esqui The Employment Rights ( 100 First Avenue, Suite 6 Pittsburgh, PA 15222	re Group 50
	jchivers@employmentright	ntsgroup.com
If you fail to respond, You also must file your answe	judgment by default will be or motion with the court.	e entered against you for the relief demanded in the complaint.
		CLERK OF COURT
Date:		
		Signature of Clerk or Deputy Clerk

Civil Action No.

## PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (1))

	This summons for (nat	me of individual and title, if any)						
was re	eceived by me on (date)	•						
	☐ I personally served	the summons on the individual at	(place)					
			on (date)	; or				
	☐ I left the summons	at the individual's residence or usu	al place of abode with (name)					
		, a person o	of suitable age and discretion who re	sides there,				
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	My fees are \$	for travel and \$	for services, for a total of \$	0.00				
	I declare under penalty	of perjury that this information is	true.					
Date:								
			Server's signature					
			Printed name and title					
			Server's address					

Additional information regarding attempted service, etc:

# **ClassAction.org**

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: <u>Marketing Research Analyst Files Unpaid Overtime Suit Following</u>