

**COURT AUTHORIZED NOTICE TO  
POTENTIAL CLASS MEMBERS**

**TO: All current and former tipped employees who worked at Outback Steakhouse or Bonefish Grill for at least one week from November 18, 2018 to the present.**

**RE: Unpaid wage lawsuit under the Fair Labor Standards Act**

*Synasia Sanders, et al. v. OS Restaurant Services, LLC, et al.*, Civil Action No.: 1:21-CV-04778-SEG, pending before the United States District Court for the Northern District of Georgia.

This Notice is to inform you of a collective action lawsuit alleging violations of the Fair Labor Standards Act (“FLSA”). The United States District Court for the Northern District of Georgia has authorized the mailing of this notice to you to afford you the opportunity to join this lawsuit if you choose to do so. The Court has not reached any decision on the merits of this case.

**1. Why Are You Getting this Notice?**

You are getting this notice because you worked as a server or bartender (“tipped workers”) at Outback Steakhouse or Bonefish Grill at some time between November 18, 2018 and the present. A lawsuit was brought alleging that you and other tipped workers are owed unpaid wages for not receiving pay at the minimum wage rate \$7.25 per hour for all hours worked.

**2. What is this lawsuit about?**

The individual who brought this lawsuit alleges that Outback Steakhouse and Bonefish Grill violated the federal Fair Labor Standards Act by not paying you at the minimum wage rate of \$7.25 for all hours that you worked. The lawsuit is seeking back pay and liquidated damages (double damages) from Outback Steakhouse and Bonefish Grill, as well as costs and attorney's fees. Outback Steakhouse and Bonefish Grill deny that they have violated the law and that any back pay, damages, costs or attorney's fees are owed to you.

The Court has not yet decided whether Outback Steakhouse and Bonefish Grill have done anything wrong or whether this case will proceed to trial. However, you have the choice to assert your legal rights in this case.

**3. Your right to join this case**

If you fit the definition above, you may join this case (that is, you may “opt-in”) by completing the attached “Consent to Join Collective Action” form and returning it to Plaintiffs’ Counsel by mailing it to the following address:

**INSERT ADDRESS OF PLAINTIFF’S COUNSEL OR THIRD PARTY ADMINISTRATOR**

You may also return your form by faxing it to (713) 523-1116, by e-mailing it to \_\_\_\_\_, or signing the consent form at the following link: \_\_\_\_\_. The form must be received by Plaintiffs’ Counsel by \_\_\_\_\_ (insert date 60 days after mailing). If you fail to return the Consent to Join Collective Action, you may not be able to participate in this lawsuit.

**4. What are your options?**

If you choose to join in this case, you will become a party in this lawsuit.. If you join, you would be eligible to participate in a settlement for unpaid overtime wages, if any is reached. Also, you will be bound by a judgment ultimately entered in this case, whether it is favorable or unfavorable. If you choose to join this case, you may be required to answer written questions, produce documents, sit for a deposition to provide testimony, or appear at trial.

If you decide not to join this lawsuit,, you do not need to do anything. If you do not join this case, you will not be able to participate in any settlement regarding the claim for unpaid overtime wages, if any is reached. If you do not join the lawsuit, you will not be part of the case and will not be bound by or affected by the result, whether favorable or unfavorable. Your decision not to join this case will not affect your right to bring a similar case on your own at a future time. However, claims under the Fair Labor Standards Act must be brought within two (2) years of the date the claim accrues, unless the employer's violation of the law was "willful," in which case the claim must be brought within three (3) years. If you do not join this case, you have the right to hire your own attorney and bring a separate case, if you so choose. However, if you join this case, you will be represented by the Plaintiffs' Counsel in this case.

The attorneys for the Plaintiffs are being paid on a contingency fee basis, which means that if there is no recovery there will be no attorney's fee. If there is a recovery, the attorney for the class will receive a part of any settlement obtained or money judgment entered in favor of all members of the class.

**5. If I am still employed by Outback Steakhouse and Bonefish Grill, will my participation in the lawsuit affect my employment?**

No. Federal law prohibits employers from terminating you, or reducing your hours, pay or benefits because you have joined this lawsuit. If you suspect this has occurred, you may contact the Plaintiffs' attorney identified below.

**6. How Can You Get More Information?**

You can get more information by calling the attorney for the Plaintiffs. They can be reached at 713-523-0001 or by email at [pbarnes@hftrialfirm.com](mailto:pbarnes@hftrialfirm.com).

**THIS NOTICE IS NOT AN EXPRESSION BY THE COURT OR ANY OPINION CONCERNING THE ALLEGED CLAIMS. THIS NOTICE SIMPLY INFORMS YOU OF THE PENDENCY OF THIS LITIGATION AND YOUR RIGHT TO JOIN IT**

**\*\*\*THIS IS NOT AN ADVERTISEMENT FROM A LAWYER\*\*\***

**CONSENT TO JOIN COLLECTIVE ACTION**

- i I, \_\_\_\_\_ (print name), consent to join the lawsuit seeking damages for unpaid wages under the FLSA.
- i I believe I am similarly situated to the named Plaintiffs in this matter because I performed similar duties and did not receive pay at the minimum wage rate for all hours worked.
- i I agree to be represented by Counsel for the named Plaintiffs.
- i I authorize the named Plaintiffs and Plaintiffs' Counsel to file and prosecute the above referenced matter in my name, and on my behalf, and designate the named Plaintiffs to make decisions on my behalf concerning the litigation, including negotiating a resolution of my claims and entering into a fee agreement with Plaintiffs' Counsel, and I understand I will be bound by such decisions.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

**Information below this line will not be filed with the Court:**

Start and end dates of employment: \_\_\_\_\_ to \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State and Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Alternative  
Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Work Locations: \_\_\_\_\_

Supervisor: \_\_\_\_\_