

**UNITED STATES DISTRICT COURT
DISTRICT OF NEW JERSEY**

BRUCE TAYLOR, *on behalf of himself and
those similarly situated,*

Plaintiff,

v.

J.B. HUNT TRANSPORT SERVICES, INC.,

Defendant.

C.A. NO. 1:22-cv-4832-CPO-MJS

A FEDERAL COURT APPROVED THE MAILING OF THIS NOTICE TO YOU.
PLEASE READ IT TO LEARN ABOUT YOUR RIGHTS.

A settlement has been reached in a class action lawsuit pending in the United States District Court for the District of New Jersey titled *Taylor v. J.B. Hunt Transport Services, Inc.*, No. 1:22-CV-04832-CPO-MJS (the “**Action**”). In the Action, an individual asserts violations of the Fair Credit Reporting Act (“FCRA”) by J.B. Hunt Transport Services, Inc. (“J.B. Hunt”) based on the claim that J.B. Hunt had a practice of taking adverse action against applicants for employment or employees without first providing applicants or employees with a copy of their consumer report or FCRA summary of rights at least five business day before taking adverse action. J.B. Hunt denies that it violated the law. The Court has not decided which side is right. The Court has preliminarily approved the proposed settlement agreement (available at www.jbhuntfcrasettlement.com) to which the parties have agreed (the “Settlement”).

If you received a written or email notice about the Settlement, it is because according to J.B. Hunt’s records you are a member of the following Class:

All employees of Defendant J.B. Hunt Transport, Inc. or applicants for employment with Defendant residing in the United States (including all territories and other political subdivisions of the United States) who were the subject of a background report that was used by Defendant to make an adverse employment decision regarding such employee or applicant for employment, and for whom Plaintiff alleges Defendant failed to provide the employee or applicant a copy of their consumer report or a copy of the FCRA summary of rights at least five business days before it took such adverse action, from June 22, 2020 through September 11, 2024.

Read this notice carefully. This notice advises you of the benefits that may be available to you under the proposed Settlement and your rights and options as a Settlement Class Member.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING AND RECEIVE A CHECK	If you are entitled under the Settlement to a check, you do not have to do anything to receive it. If the Court approves the Settlement and it becomes final and effective, a check will be mailed to the address you maintain(ed) by J.B. Hunt and you will give up your right to bring your own lawsuit against J.B. Hunt about claims related to J.B. Hunt’s practices for providing notice to consumers about the results of background checks used for employment purposes. Please go to www.jbhuntfcrasettlement.com to confirm your mailing address for delivery of your check.
EXCLUDE YOURSELF FROM THE SETTLEMENT	Receive no benefits from the Settlement. This is the only option that allows you to retain your right to bring another lawsuit against J.B. Hunt about the claims described above.
OBJECT	Write to the Court if you wish to object to the Settlement.
GO TO A HEARING	Ask to speak in Court about the fairness of the Settlement. You may speak at a hearing if you submit an objection that complies with the requirements in Question 13 (below) and a letter stating that you intend to appear and wish to be heard that complies with the requirements in Question 16 (below).

These rights and options—**and the deadlines to exercise them**—are explained in this notice.

The Court still has to decide whether to approve the Settlement. If it does, and any appeals are resolved, benefits will be distributed to members of the Settlement Class.

QUESTIONS? CALL 1-877-298-6236 OR VISIT WWW.JBHUNTFCRASETTLEMENT.COM

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BASIC INFORMATION

1. Why is there a notice?

A court ordered that this notice be provided because you have a right to know about the proposed Settlement of this class action lawsuit and its effect on you. This notice explains the lawsuit, the Settlement, and your legal rights.

Magistrate Judge Matthew J. Skahill of the United States District Court for the District of New Jersey is overseeing this case, *Taylor v. J.B. Hunt Transport Services, Inc., No. 1:22-CV-0483-CPO-MJS (D.NJ)*. The person who sued—Bruce Taylor—is the Plaintiff. J.B. Hunt Transport Services, Inc. (“J.B. Hunt”) is the Defendant.

2. What is this litigation about?

The lawsuit claims that J.B. Hunt had a practice of taking adverse action against applicants for employment or employees without first providing applicants or employees with a copy of their consumer report or the FCRA summary of rights at least five business days before taking adverse action. J.B. Hunt denies these allegations and denies that it committed any violations of the FCRA.

You can review the complaint in this lawsuit on the website www.jbhuntfcraSettlement.com. The Court has not decided which side is right.

3. Why is this a class action?

In a class action, one or more people called Class Representatives (in this case, Plaintiff Bruce Taylor) sue on behalf of themselves and other people with similar claims. Together, all the people with similar claims are members of a Class.

4. Why is there a settlement?

The Court has not decided in favor of either Plaintiff or J.B. Hunt (together, the “Parties”). Instead, the two sides have agreed to a Settlement. In doing so, the Parties avoid the costs and uncertainty of litigation and a trial, and Settlement Class Members receive the benefits described in this notice. The proposed Settlement does not mean that any law was broken or that J.B. Hunt did anything wrong. J.B. Hunt denies all claims in this case. The Class Representative and his lawyers believe the proposed Settlement is in the best interests of Settlement Class Members.

WHO IS PART OF THE SETTLEMENT?

If you received notice of the Settlement from a postcard or email addressed to you, then the Parties believe you are in the Settlement Class based upon J.B. Hunt’s records.

If you did not receive a postcard or email addressed to you but you believe you are in the Settlement Class, as defined below, you may contact the Settlement Administrator.

5. Who is included in the Settlement?

Based upon J.B. Hunt’s records from June 22, 2020 through September 11, 2024, you meet the definition of the Settlement Class: All employees of Defendant J.B. Hunt Transport Services, Inc. or applicants for employment with Defendant residing in the United States (including all territories and other political subdivisions of the United States) who were the subject of a background report that was used by Defendant to make an adverse employment decision regarding such employee or applicant for employment, and for whom Plaintiff alleges Defendant failed to provide the employee or applicant a copy of their consumer report or a copy of the FCRA summary of rights at least five business days before it took such adverse action.

6. What if I am not sure whether I am included in the Settlement?

If you are not sure whether you are in the Settlement Class, or have any other questions about the Settlement, visit the Settlement website at www.jbhuntfcraSettlement.com or call the toll-free number, **1-877-298-6236**. You may also send questions to the Settlement Administrator at *Taylor v. J.B. Hunt Transport Services* Settlement Administrator, P.O. Box 301132, Los Angeles, CA 90030-1132.

THE SETTLEMENT BENEFITS

7. What does the Settlement provide?

The Settlement required J.B. Hunt to review and revise its procedures for providing notice to consumers who are the subject of adverse employment actions based on background checks.

The Settlement also requires J.B. Hunt to create a Settlement Fund of five million dollars (\$5,000,000). The Settlement Fund will be used to make payments to Settlement Class Members, pay the costs of notice and administration of the Settlement, and pay a service award and individual settlement to Plaintiff Bruce Taylor. The Settlement also provides that Class Counsel may seek up to one-third of the Settlement Fund in attorneys’ fees, plus their reasonable costs and expenses, as approved by the Court.

8. How much will my payment be?

Each Settlement Class Member will receive a payment of at least \$100, automatically and without the need to make a claim. If J.B. Hunt has no record of sending you any notice at all, then you are a member of the No Notice Subgroup, and will receive approximately \$400.

All Settlement Class Members were sent a notice via email or U.S. Mail indicating whether they are a member of the No Notice Subgroup according to J.B. Hunt’s records. You can also confirm whether you are a member of the No Notice Subgroup by contacting the Settlement Administrator at *Taylor v. J.B. Hunt Transport Services* Settlement Administrator, P.O. Box 301132, Los Angeles, CA 90030-1132.

9. When will I receive my payment?

Settlement Class Members do not need to do anything to receive the cash awards under the Settlement. If the Court approves the Settlement and it becomes final, then a check will automatically be sent by mail to the address you maintain(ed) with J.B. Hunt. Please go to www.jbhuntfcraSettlement.com to confirm your mailing address for delivery of your check.

Payments will be sent only after the Court grants final approval to the Settlement and after any appeals are resolved (*see* “The Final Approval Hearing” below). If there are appeals, resolving them can take time. Please be patient.

10. What am I giving up if I participate in the Settlement?

If the Settlement receives Final Approval from the Court, every Settlement Class Member, each on behalf of himself, herself, or itself, and on behalf of his, her, or its respective heirs, executors, assigns, beneficiaries, predecessors, and successors, and any person or entity claiming under them (collectively, “Releasing Parties”), shall automatically be deemed to have fully and irrevocably released and forever discharged J.B. Hunt and its parents, direct and indirect subsidiaries, agents, insurers, and any company or companies under common control with any of them, and each of their respective predecessors, successors and assigns, past and present officers, directors, managers, employees, agents, servants, accountants, attorneys, advisors, shareholders, members, insurers, representatives, partners, vendors, issuers, or anyone acting on their behalf, but not any consumer reporting agency or third party that provided background information about any Settlement Class Member to J.B. Hunt (collectively, “Releasees”), of any and all legal or equitable claims that were or could have been asserted in the Action relating in any way to J.B. Hunt’s alleged failure to comply with FCRA section 1681b(b)(3) (“Released Claims”). Section 3.1 of the Settlement Agreement describes the legal claims that you give up if you remain in the Settlement. The Settlement Agreement is available at www.jbhuntfcraSettlement.com.

THE LAWYERS REPRESENTING THE ENTIRE SETTLEMENT CLASS

11. Do I have a lawyer in the case?

The Court has appointed counsel to represent you and others in the Settlement Class as “Class Counsel”:

James A. Francis
Lauren KW Brennan
FRANCIS MAILMAN SOUMILAS, P.C.
1600 Market Street, Suite 2510
Philadelphia, PA 19103

Robert P. Cocco
ROBERT P. COCCO, P.C.
1500 Walnut Street, Suite 900
Philadelphia, PA 19102
bob.cocco@phillyconsumerlaw.com

Class Counsel will represent you and others in the Settlement Class. You will not be charged for these counsel. If you want to be represented by your own lawyer, you may hire one at your own expense.

12. How will the lawyers be paid?

Class Counsel intends to request one-third of the Settlement Fund, or \$1,666,666.67 for their attorneys’ fees, plus their reasonable costs and expenses in connection with this case which the parties estimate to be \$26,367.01. The attorneys’ fees and expenses awarded by the Court will be paid out of the Settlement Fund. Class Counsel will file their motion seeking attorneys’ fees and expenses by November 6, 2025. That motion will be available at www.jbhuntfcraSettlement.com. The Court will review Class Counsel’s request and determine the amount of fees and expenses to award.

OBJECTING TO THE SETTLEMENT

You can tell the Court that you do not agree with the Settlement or some part of it.

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

If you are a member of the Settlement Class, you can object to any part of the Settlement, the Settlement as a whole, and/or Class Counsel's request for attorneys' fees and expenses. To object, you must submit a letter to each of the following addresses:

The Court

Hon. Matthew J. Skahill, U.S.M.J.
Mitchell Cohen Bldg.
& U.S. Courthouse
4th & Cooper Streets
Camden, NJ 08101

Counsel for J.B. HUNT

Stephanie L. Adler-Paindiris
James M. McDonnell
JACKSON LEWIS P.C.
200 Connell Drive
Suite 2000
Berkeley Heights, NJ 07922

Class Counsel

James A. Francis
John Soumilas
Lauren KW Brennan
FRANCIS MAILMAN SOUMILAS, P.C.
1600 Market Street, Suite 2510
Philadelphia, PA 19103

Your objection must be postmarked on or before September 27, 2025 and must include:

- The name of this Action, *Taylor v. J.B. Hunt Transport Services, Inc.*, No.: 1:22-cv-4832 (D. NJ);
- Your full name, address, email address, and telephone number;
- All grounds for the objection, accompanied by any legal support for the objection known to you or your counsel;
- The identity of all counsel who represent you in this matter, including any former or current counsel who may be entitled to compensation for any reason related to the objection to the Settlement or fee application;
- The number of times you have objected to a class action settlement in the past five (5) years, including the caption of each case in which you made such objection and a copy of any orders related to or ruling on your prior objections in each case;
- If applicable, the number of times your counsel or your counsel's law firm have objected to a class action settlement in the past five (5) years, including the caption of each case in which you made such objection and a copy of any orders related to or ruling on your prior objections in each case;
- Whether you intend to appear and/or testify, or counsel representing you intends to appear, at the hearing that the Court has scheduled to determine whether to grant final approval of the Settlement and Class Counsel's request for attorneys' fees (the "Final Approval Hearing");
- The identity of all counsel representing you who will appear at the Final Approval Hearing;
- A list of all persons whom you or your counsel will call to testify at the Final Approval Hearing in support of the objection; and
- Your signature (an attorney's signature is not sufficient).

THE FINAL APPROVAL HEARING

The Court will hold a Final Approval Hearing to decide whether to approve the Settlement and whether to approve Class Counsel's request for attorneys' fees and expenses. You may attend and you may ask to speak, but you don't have to do so.

14. When and where will the hearing be?

The Court has scheduled a Final Approval Hearing on **November 20, 2025** at the Mitchell Cohen Bldg. & U.S. Courthouse, 4th & Cooper Streets, Rm. 1050, Camden, New Jersey 08101. The hearing may be virtual or moved to a different date or time without additional notice, so it is a good idea to check www.jbhuntfcraSettlement.com for updates. At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate. The Court will also consider any requests by Class Counsel for attorneys' fees and expenses. If there are objections, the Court will consider them at the hearing. After the hearing, the Court will decide whether to approve the Settlement, the request for attorneys' fees and expenses. We do not know how long these decisions will take.

15. Do I have to attend the hearing?

No. Class Counsel will answer any questions the Court may have. But you may attend the hearing at your own expense. If you send an objection, you don't have to come to Court to talk about it. As long as you submit your written objection on time, to the proper addresses, and it complies with the requirements set forth in Question 16 below and in Section 6 of the Settlement Agreement, the Court will consider it. You may also pay your own lawyer to attend, but it is not necessary.

16. May I speak at the hearing?

You may ask the Court for permission to speak at the Final Approval Hearing. To do so, you must submit an objection that complies with the requirements set forth in Question 13 above and send a letter stating that you intend to appear and wish to be heard. Your notice of intention to appear must include the following:

- Your full name, address, and telephone number;
- A statement that this is your "Notice of Intention to Appear" at the Final Approval Hearing for Settlement in *Taylor v. J.B. Hunt Transport Services, Inc.*, No.: 1:22-cv-4832 (D. NJ);
- The reasons you wish to be heard;
- Copies of any papers, exhibits, or other evidence or information that is to be presented to the Court at the Final Approval Hearing; and
- Your signature (an attorney's signature is not sufficient).

You must submit your Notice of Intention to Appear so that it is received no later than September 27, 2025, to the addresses in Question 13 above.

IF YOU DO NOTHING

17. What happens if I do nothing?

If you do nothing, you will receive the benefits to which you are entitled under this Settlement.

GETTING MORE INFORMATION

18. How do I get more information?

This notice summarizes the proposed Settlement. More details are available in the Settlement Agreement. You can obtain the complete Settlement Agreement at www.jbhuntfcraSettlement.com. You also may write with questions to the Settlement Administrator at *Taylor v. J.B. Hunt Transport Services* Settlement Administrator, P.O. Box 301132, Los Angeles, CA 90030-1132, or call the toll-free number, **1-877-298-6236**. **Please do not contact J.B. Hunt or the Court for information.**