

**COURT APPROVED SETTLEMENT NOTICE**

**Washington v. ESA Management, LLC  
Superior Court of the State of California  
for the County of Alameda  
Class Action**

FIRST-CLASS MAIL  
U.S. POSTAGE  
**PAID**  
ORANGE, CA  
PERMIT NO. 294

*A state court authorized this Notice. This is not a solicitation from a lawyer. This Notice is a summary. The full notice can be found online at [www.phoenixclassaction.com/washington-esa](http://www.phoenixclassaction.com/washington-esa).*

**Summary of the Settlement.** A Settlement has been reached in a class action lawsuit filed against ESA Management, LLC (ESA) for violations of the Fair Credit Reporting Act (FCRA), 15 U.S.C. § 1681 et seq., and related state laws. The lawsuit alleges that ESA used non-compliant background check disclosure forms to procure background check reports and failed to provide copies of the Summary of Rights. ESA denies the allegations in the lawsuit and any liability. However, the parties have decided to settle the case to avoid the risks and costs of litigation. The Court has preliminarily approved a \$2,950,000 Gross Settlement Amount (which also includes the settlement administration costs, Class Counsel's court-approved attorneys' fees and costs, and a court-approved service payment to the Class Representative). As part of the Settlement, each Class Member who does not opt out of the Settlement will receive a payment and will be releasing all Released Claims.

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**Am I a Class Member?** You are part of this Settlement as a Class Member if, from March 27, 2013 through February 20, 2020, you applied for employment with ESA and ESA procured a background check report on you for employment purposes. If you were sent this Notice, it is because ESA's records indicate you are a Class Member. In all cases, the question of membership in the Settlement Class will be determined based on ESA's records.

**Who Represents Me?** The Court has appointed Shaun Setareh and William M. Pao of the Setareh Law Group as Class Counsel to represent the interests of you and other Class Members.

**What Should I do?** You should get more information from the Settlement Administrator by calling the phone number provided or by visiting the website provided and make a decision about what your legal rights are. As a Class Member, you have three options: (1) Do nothing. Each Class member will receive a share of the Net Settlement Amount unless they exclude themselves from the class by timely submitting an Opt-Out Request. If you do not exclude yourself from the settlement and do not object to the settlement, then you are not required to take any action. You may wait until the Court grants the final approval of the Settlement at the Final Approval Hearing, and you will be mailed your settlement check thereafter. (2) You can submit an Opt-Out Request and be excluded from the Settlement. If you choose to be excluded from the Settlement, you will not receive any settlement payment and you will keep any rights you may have to sue ESA over the legal issues involved in this lawsuit. Your Opt-Out Request must be postmarked on or before November 1, 2021. (3) You may object to the proposed settlement. To do so, you may submit by First-Class Mail a written objection to the Settlement Administrator at Phoenix Settlement Administrators, PO Box 7408, Orange, CA 92863. All objections must be postmarked on or before November 1, 2021. You may also object to the Settlement by attending the final fairness hearing, even if you have not filed a written objection. Even if you submit an objection, you will be bound by the terms of the Settlement unless the Settlement is not finally approved by the Court.

**When will the Court Consider The Proposed Settlement?** The Court will conduct a hearing on whether to approve the Settlement on December 14, 2021 at 3:00 p.m. at the Superior Court of the State of California for the County of Alameda, Department 23, 1225 Fallon St., Oakland, CA 94612.

**How Do Get More Information?** For more information, please contact the Settlement Administrator at (888) 570-0014 or write to Phoenix Settlement Administrators, PO Box 7408, Orange, CA 92863 or visit [www.phoenixclassaction.com/washington-esa](http://www.phoenixclassaction.com/washington-esa).