

**UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF FLORIDA
TAMPA DIVISION**

**BETTY MORRIS and DONALD REED,
on behalf of themselves, and on behalf of
all others similarly situated,**

v. **Case No.: 8:20-cv-00105-SDM-CPT**

US FOODS, INC.,

Defendant.

NOTICE OF PROPOSED CLASS ACTION SETTLEMENT AND HEARING

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

This **Notice of Proposed Class Action Settlement and Hearing** provides important information regarding your right to participate in or to opt out of a proposed settlement in a class action lawsuit. Named Plaintiffs, Betty Morris and Donald Reed (“Plaintiffs”), filed a lawsuit against Defendant US Foods, Inc. (“Defendant” or “US Foods”) in which they allege that the COBRA Notice they received from or on behalf of Defendant was deficient. Defendant disputes the allegations. That case is pending in the U.S. District Court, Middle District of Florida (Tampa Division). A summary of the claims asserted in the lawsuit and the proposed settlement follows.

- The notice at issue is referred to as a “COBRA” notice, and the continuation of health insurance coverage after separation of employment is called “COBRA continuation coverage,” after the Consolidated Omnibus Budget Reconciliation Act of 1985. That Act requires an employer to send a COBRA notice to employees within 44 days after the end of a person’s employment. The COBRA notice is designed to provide former employees who were covered under employer sponsored group healthcare plans with information and details regarding their right to continue their healthcare coverage and the terms and conditions of that COBRA continuation coverage. 29 U.S.C. §1166(a) (2), (a)(4), (c).

- The lawsuit generally alleges Defendant provided Plaintiffs and other class members with a deficient COBRA Notice. More specifically, Plaintiffs assert that Defendant’s COBRA Notice did not adequately inform them of how to exercise their rights to elect COBRA coverage. In violation of 29 C.F.R. § 2590.606–4(b)(4) *et seq.* the Notice allegedly failed to: (i) include a date certain on which continuation coverage ends; (ii) identify the Plan Administrator; and, finally, (iii) be written in a manner calculated to be understood by the average plan participant. As a result of the alleged violations in the Complaint, Plaintiffs sought statutory penalties, injunctive relief, attorneys’ fees, costs, and expenses on behalf of themselves and all others similarly situated.

- Defendant denies that its COBRA Notice was deficient and denies that it has any liability to Plaintiffs whatsoever. The parties have, however, agreed to resolve the lawsuit through a Court-supervised settlement.

- Plaintiffs proposed to settle this dispute on behalf of themselves and all other former employees who received the same COBRA notice because they participated in the group healthcare plans sponsored by Defendant. The class definition is as follows: “All participants and beneficiaries in the Defendant’s Health Plan who were

sent a COBRA notice by Defendant from January 14, 2016 through the present, as determined by Defendant’s records, and did not elect continuation coverage.” (referenced herein as the “Settlement Class”).

- Membership in the Settlement Class will be determined based upon Defendant’s records reflecting who received the specific COBRA Notice at issue. It is estimated that the Settlement Class is comprised of more than 19,000 potential members.

- You received notice of this settlement by mail because Defendant’s records indicate that you are eligible to receive benefits from this class action settlement.

- Your rights and options—and the deadlines to exercise them—are explained in this Notice. Here is a brief summary of your rights and options.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
File a Claim	If you timely file a claim, you will receive a check for up to \$40.00. As a member of the Settlement Class, you will release Defendant from any potential liability regarding the COBRA notice and the issues raised in this lawsuit.
Do Nothing	If you do nothing and the Court approves this settlement, you will not receive a settlement payment. Additionally, as a member of the Settlement Class, you will release Defendant from any potential liability regarding the COBRA notice and the issues raised in this lawsuit.
Ask to be Excluded by September 28, 2021	If you do not want to be included in the case and the settlement, you must take action to exclude yourself. This is called “opting out.” To opt out, you must state in writing that you have elected to opt out of the case and the settlement, and send your written notice to the Settlement Administrator by September 28, 2021. If you elect to opt out, you may pursue your own action against Defendant for the claims raised in this case if you choose to do so.
Object by September 28, 2021	You may write to the Court about why you don’t like the settlement, if you object to any of its terms. You may not file an objection if you opt out of the settlement.
Go to a Hearing on October 28, 2021	If you wish to be heard, you may attend the Final Approval Hearing and ask to speak in Court about the fairness of the settlement. If you opt out, you may not present your opinions regarding the settlement at the Final Approval Hearing.

The Court still has to decide whether to approve this settlement, which may take some time, as explained below.

TABLE OF CONTENTS

Basic Information.....4

1. Why did I receive a notice?4

2. What is the lawsuit about?4

3. Why is this case a class action?4

4. Why is there a settlement?5

Who Is Included In The Settlement5

5. How do I know if I am part of the settlement?5

The Settlement Benefits—What You May Receive5

6. What does the settlement provide?5

7. How do I receive a benefit from the Settlement?5

8. When would I receive my benefit?6

9. What am I giving up to receive a benefit or stay in the class?.....6

10. Do I have to participate in the Settlement?6

11. If I don’t exclude myself, can I sue Defendant for the same thing later?6

12. If I exclude myself, will I receive any benefits from this settlement?.....7

The Lawyers Representing the Settlement Class7

13. Will I have a lawyer in this case?7

14. How will Class Counsel be paid?7

Objecting to the Settlement.....7

15. How do I tell the Court that I don’t like the settlement?7

16. Is there a difference between objecting and opting out?.....8

17. Where and when will the Court decide whether to approve the settlement?.....8

18. Do I have to come to the hearing?8

19. May I speak at the hearing?9

Getting More Information.....9

20. Are there more details about the settlement?.....9

21. How May I get more information?9

1. Why did I receive a notice?

You were sent notice by mail of this proposed settlement because you are a member of the settlement class. Composition of the Settlement Class is based upon Defendant’s records. The Notice of Settlement you received by mail directed you to the Settlement Administrator’s website, which provides additional information regarding this settlement, including this more detailed Notice of Proposed Class Action Settlement and Hearing. You as a potential member of the Settlement Class have a right to know about the proposed settlement of this case as a class action and about your options to participate as a Settlement Class Member, your ability to object to the settlement terms as a class member, and your right to opt out of the settlement, before the Court decides whether to grant final approval of the settlement. If the Court approves the settlement, and after all objections or appeals relating to that settlement are resolved, the benefits provided for by the settlement will be available to all Settlement Class Members who have filed claims.

This Notice explains the lawsuit, the proposed settlement, your legal rights, the settlement benefits and who will be eligible to receive a benefit from the settlement fund, and the basis upon which benefits will be paid. A copy of the Settlement Agreement is available to Settlement Class Members on the settlement website, <https://www.morriscobrasettlement.com>.

2. What is the lawsuit about?

Plaintiffs filed this putative class action against Defendant for allegedly providing a defective COBRA notice to them and all others similarly-situated. As set forth in the Complaint, Defendant was the plan sponsor of a group Health Plan (“Plan”) in which Plaintiffs participated. After Plaintiffs experienced a “qualifying event,” Defendant provided a COBRA Notice to Plaintiffs, which Plaintiffs assert is deficient for, among other things, its failure to: (i) include a date certain on which continuation coverage ends; (ii) identify the Plan Administrator; and, finally, (iii) be written in a manner calculated to be understood by the average plan participant.

Due to these alleged deficiencies, Plaintiffs allege that Defendant failed to provide participants and beneficiaries in the Plan with adequate notice of their right to elect continuation coverage, as required by COBRA.

Defendant disputes the Plaintiffs’ allegations and denies all liability to Plaintiffs and the Settlement Class. In the lawsuit, Defendant denied Plaintiffs’ allegations and has available a number of defenses to the claims asserted.

Although the Court has authorized this Notice of Proposed Class Action Settlement, the Court has not determined or ruled upon the merits of the claims or defenses asserted by either side in the lawsuit. The Court has not found Defendant violated the law in any way. The Court has not found that the Plaintiffs would prevail in this case. The Court has not made any determination that Plaintiffs will recover any damages in this litigation.

3. Why is this case a class action?

Class actions are lawsuits in which the claims and rights of many people are decided in a single proceeding. In a class action, as here, the Plaintiffs (“Class Representatives”) seek to assert claims on behalf of themselves and all members of a class of similarly situated individuals who received the same allegedly deficient COBRA notice. In a class action, individuals with similar claims are treated alike. The Court will supervise the prosecution of the class claims by Counsel for the Settlement Class to assure that all members of the settlement class are adequately and fairly represented. Settlement Class Members are not individually responsible for the costs or fees of Class Counsel, which are subject to court award and which will be paid out of the settlement fund.

4. Why is there a settlement?

The Court has not decided the merits of this case in favor of the Class Representatives or in favor of Defendant. Instead, Counsel for the Settlement Class investigated the facts and applicable law regarding the Class Representative's claims and Defendant's defenses. The parties engaged in lengthy and arm's-length negotiations to reach this settlement with the assistance of a Court-appointed mediator who assisted the parties during two mediation sessions. The Class Representatives and Counsel for the Settlement Class believe that the proposed settlement is fair, reasonable, and adequate and in the best interests of the Settlement Class Members.

Both sides agree that, by settling, Defendant is not admitting any liability or that Defendant did anything wrong. Both sides want to avoid the uncertainties and expense of further litigation.

Who Is Included In The Settlement

5. How do I know if I am part of the settlement?

You are included in the settlement because Defendant's records indicate that you received a COBRA notice from Defendant sometime after January 13, 2016 and did not elect continuation health coverage from Defendant. Thus, the parties believe you are a member of the Settlement Class. If you are not certain as to whether you are or should be a member of the Settlement Class, you may contact the Settlement Administrator to find out. In all cases, the question of settlement class membership will be determined based on Defendant's records.

The Settlement Benefits—What You May Receive

6. What does the settlement provide?

If you are a member of the Settlement Class, you are eligible to receive a benefit under the settlement. Defendant has agreed to pay a total of \$450,000 into a Settlement Fund. If you timely file a claim you will receive a check for up to \$40.00.

More specifically, subject to Court approval of this settlement, US Foods shall create a common fund of \$450,000 (Four Hundred and Fifty Thousand Dollars) to resolve this matter on class basis. That \$450,000 shall be a common fund which includes: (i) all payments to class members; (ii) all administrative costs; and (iii) all attorneys' fees and legal expenses. Class members submitting claims shall receive fixed awards of \$40.00 each, subject to *pro rata* reduction if there are insufficient funds in the common fund to pay each claimant \$40.00 after the costs of notice, administration, and attorneys' fees and costs have been deducted.

Class Members shall have 60 days to object to the settlement, and 60 days to submit claims (by mail or through the settlement website). Objections must be mailed. Objections may not be filed through the Settlement Website. The Settlement Class shall include all individuals who received a COBRA notice on behalf of US Foods during the class period and who did not elect COBRA coverage. US Foods represents there are more than 19,000 Settlement Class Members.

Plaintiffs' Counsel will request attorneys' fees from the settlement fund in an amount of 1/3 of the total amount of the common fund, plus their out-of-pocket costs. Plaintiffs' Counsel's Motion for Attorney's fees shall be posted on the Settlement Website thirty days before the objection deadline.

7. How do I receive a benefit from the Settlement?

If you timely return the attached Claim Form noting that you choose to receive a cash recovery, and the Court grants final approval of the Class Settlement, you will be sent a Settlement Payment in the form of a check for up to \$40.00.

THE CLAIM FORM MUST BE RECEIVED BY THE CLASS SETTLEMENT ADMINISTRATOR NO LATER THAN SEPTEMBER 28, 2021.

8. When would I receive my benefit?

The Court will hold a Final Approval Hearing on October 28, 2021 at 9:00 a.m. at the United States District Court for the Middle District of Florida, U.S. Federal Building and Courthouse, 801 North Florida Avenue, Tampa, Florida 33602, Courtroom 15A, to decide whether to approve the settlement. If the Court approves the settlement, there may be appeals or objections that must be resolved before the settlement will become effective. Payments to members of the Settlement Class will be made only if the settlement is finally approved by the Court and only after all appeals or objections are resolved. This may take some time, so please be patient. You may check on the status of this approval process by visiting the settlement website.

9. What am I giving up to receive a benefit or stay in the class?

Upon the Court's approval of the settlement, all members of the Settlement Class who do not exclude themselves (as well as spouses, heirs, and others who may possess rights on their behalf) will fully release Defendant, its then-third party healthcare provider and its outsourced third party COBRA administrator (and each of their affiliates, subsidiaries, employees, and others who may be subject to claims with respect to each of them as specified in the Settlement Agreement) for all claims, including claims for statutory damages, arising out of or relating directly or indirectly in any manner whatsoever to the facts alleged or which could have been alleged or asserted in this case under the claims brought in the operative Complaint. This release may affect your rights. No individual claims by class members for benefits under ERISA are subject to this waiver unless those claims specifically relate to the alleged receipt of a deficient COBRA notice. Similarly, no 401(k)-related or ERISA breach fiduciary duty claims are released, as only deficient COBRA notice claims are subject to this release.

10. Do I have to participate in the Settlement?

No. You may choose to be excluded from the Settlement, and you will not be bound by the Settlement Agreement or any judgment or other final disposition of the lawsuit. You will retain any claims you may have against Defendant. To request exclusion, you must state in writing your desire to opt out and to be excluded from the Settlement Class. **Your request to opt out and be excluded from the Settlement must be sent by first class mail, postmarked on or before September 28, 2021. You must send your written opt out notice to:**

Morris, et al. v. US Foods, Inc.
c/o Settlement Administrator
P.O. Box 23680
Jacksonville, FL 32241
(800) 657-1193

If your written opt out request is not postmarked on or before September 28, 2021, your request for exclusion will be invalid, and you will be bound by the terms of the settlement approved by the Court, including without limitation, the terms of the Settlement Agreement and the judgment ultimately rendered in the case, and you will be barred from bringing any claims against Defendant which arise out of or relate in any way to the claims in the case, as specified above.

11. If I don't exclude myself, can I sue Defendant for the same thing later?

No. If you do not opt out of the settlement, you will give up any right to sue Defendant for the claims that this settlement resolves regarding the COBRA notice you received.

12. If I exclude myself, will I receive any benefits from this settlement?

No. If you opt out and thereby exclude yourself, you are not part of the settlement.

The Lawyers Representing the Settlement Class

13. Will I have a lawyer in this case?

The Court has appointed Betty Morris and Donald Reed as the Class Representatives. The Court has appointed Luis A. Cabassa and Brandon J. Hill of Wenzel Fenton Cabassa, P.A., and Marc Edelman of Morgan & Morgan, P.A., as Counsel for the Settlement Class. Class Counsel's contact information is as follows:

Luis A. Cabassa, Esq.
Brandon J. Hill, Esq.
WENZEL FENTON CABASSA, P.A.
1110 North Florida Ave., Suite 300
Tampa, FL 33602
(813) 224-0431
lcabassa@wfclaw.com
bhill@wfclaw.com

Marc Reed Edelman, Esq.
Morgan & Morgan, P.A.
One Tampa City Center, Suite 700
201 N. Franklin Street
(813) 577-4722
MEdelman@forthepeople.com

Counsel for the Settlement Class represent the interests of all of the Settlement Class Members. You may hire your own attorney to advise you regarding this matter and the proposed settlement, but if you hire your own attorney, you will be responsible for paying that attorney's fees and costs.

14. How will Class Counsel be paid?

Class Counsel will apply to the Court for an award of attorneys' fees in an amount not to exceed one-third (33.33%) of the Settlement Fund, plus litigation costs. Costs of administration incurred by the Settlement Administrator will also be paid from the Settlement Fund. The amounts approved by the Court for these awards and expenses will be paid directly from the Settlement Fund, and not by you or the other Settlement Class Members.

Objecting to the Settlement

15. How do I tell the Court that I don't like the settlement?

You may object to any aspect of the proposed settlement by filing and serving a written objection. Your written objection must include: (1) your name, address, telephone number, email address and signature; (2) a detailed statement of the specific factual and legal basis for the objection(s) being asserted; (3) a notice of your intent to appear at the Final Approval Hearing if you intend to appear; (4) a detailed description of any and all evidence,

including copies of any exhibits, which you may offer at the Final Approval Hearing, and (5) it must identify this case by the names of the parties and case number (as set forth on the first page of this notice).

Objections may not be filed through the Settlement Website. Objections must be mailed. You must file any objection with the Clerk of the Court at the address below within sixty (60) days of the postmarked date on the notice of settlement that you received by mail:

United States District Court
Middle District of Florida
U.S. Federal Building and Courthouse
801 North Florida Avenue, Tampa, FL 33602.

Any objections must be made within 60 days of the mailing date of this notice. Therefore, you must also send your objection by first class mail, postmarked on or before September 28, 2021, to Counsel for the Settlement Class and counsel for Defendant. These documents should be mailed to Class Counsel and Defendant's Counsel as follows:

To Settlement Class Counsel: Luis A. Cabassa, Esq. and Brandon J. Hill, Esq., Wenzel Fenton Cabassa, P.A., 1110 N. Florida Ave., Suite 300, Tampa, Florida 33602.

To Defendant's Counsel: Jason P. Stearns, Freeborn & Peters LLP, 201 North Franklin Street, Suite 3550, Tampa, Florida 33602.

Any member of the Settlement Class who does not file and serve an objection in the time and manner described above will not be permitted to raise that objection later.

16. Is there a difference between objecting and opting out?

Yes. By objecting, you are simply telling the Court that you don't like something about the Settlement but you are agreeing to be bound by the Settlement as approved by the Court. You may object only if you stay in the Settlement Class. If you elect to opt out of the Settlement Class, you are telling the Court that you do not want to be part of the Settlement. If you opt out and thereby exclude yourself from the settlement, you will have no basis to object because the lawsuit and settlement no longer affect you or any potential claims you may have.

17. Where and when will the Court decide whether to approve the settlement?

There will be a Final Approval Hearing to consider the fairness, reasonableness, and adequacy of the proposed settlement on October 28, 2021 at 9:00 a.m. at the United States District Court, Middle District of Florida, U.S. Federal Building and Courthouse, 801 North Florida Avenue, Tampa, Florida 33602, Courtroom 15A. The hearing may be postponed to a later date so you should visit the settlement website for updates prior to the hearing date set forth above. The purpose of the hearing is to determine the fairness, reasonableness, and adequacy of the terms of the settlement; whether the Settlement Class is adequately represented by the Class Representative and Class Counsel; and whether an order and final judgment should be entered approving the proposed settlement. The Court also will consider Settlement Class Counsel's application for an award of attorneys' fees and expenses.

You will be represented at the Final Approval Hearing by Class Counsel, unless you choose to enter an appearance in person or through your own attorney. The appearance of your own attorney is not necessary to participate in the Final Approval Hearing. Again, should you choose to engage your own attorney, it will be at your own expense.

18. Do I have to come to the hearing?

No. Class Counsel will represent the Settlement Class Members at the Final Approval Hearing, but you are

welcome to attend the hearing at your own expense. If you file an objection, you do not have to come to Court to talk about it. As long as you filed and mailed your written objection on time, the Court will consider it. You may also pay your own attorney to attend, if you wish.

19. May I speak at the hearing?

You may ask the Court for permission to speak at the Final Approval Hearing.

Getting More Information

20. Are there more details about the settlement?

For more details regarding the lawsuit or the settlement, you may refer to the papers filed in this case during regular business hours at the Clerk of the Court's office, United States District Court, Middle District of Florida, U.S. Federal Building and Courthouse, 801 North Florida Avenue, Tampa, Florida 33602, Clerk's office, File: *Morris, et al. v. US Foods, Inc.*, pending as Case No. 8:20-cv-00105-SDM-CPT.

You may also access papers filed in this case on-line through the Public Access to Court Electronic Records ("PACER") service at www.pacer.gov; however, you may need to create an account and certain fees may apply. You may also obtain a copy of the full Settlement Agreement and certain papers filed in this case by sending a written request to the Settlement Administrator, at the address above. You may also access the full Settlement Agreement and certain pleadings filed in this case on the settlement website.

21. How May I get more information?

You may contact the Settlement Administrator or Class Counsel. Mailing addresses and phone numbers for each are listed below.

Settlement Administrator: Morris v US Foods, Inc., c/o Settlement Administrator, PO Box 23680, Jacksonville, FL, 32241, (800) 657-1193, info@morriscobrasettlement.com, or visit www.morriscobrasettlement.com

Settlement Class Counsel: Luis A. Cabassa, Esq. and Brandon J. Hill, Esq., Wenzel Fenton Cabassa, P.A., 1110 N. Florida Ave., Suite 300, Tampa, Florida 33602, (813) 224-0431.