

OFFICIAL NOTICE OF SETTLEMENT AND OPPORTUNITY TO JOIN

If you worked for Project Resource Group, Inc. as a Field Investigator, you may be entitled to a payment from a collective action lawsuit settlement.

An arbitrator authorized this notice. This is not a solicitation from a lawyer.

- You have received this Notice because Project Resource Group's ("PRG") records indicate that you were employed as a Field Investigator or as a Damage Investigator in the Cable and Telecom Division ("Field Investigator") between October 31, 2021 and December 31, 2024.
- Three current and former PRG employees filed an action against PRG alleging that PRG misclassified Field Investigators as overtime-exempt employees and failed to pay overtime wages for all hours worked over 40 each week. PRG denies these allegations, has asserted that all Field Investigators were at all times properly classified and paid all wages due and has not found that PRG misclassified any of its employees. The Arbitrator has not made any ruling on the merits of the claims. The parties have entered into a settlement with the intention to avoid further disputes and litigation with the attendant inconvenience and expense.
- Under the allocation formula created by the settlement, you may be entitled to a payment based upon the number of weeks you worked for PRG between October 2021 and December 2024, subject to deductions for applicable taxes.
- As described more fully below, you must submit a properly completed Claim Form to the Settlement Administrator so that it is post-marked or received by **January 28, 2026**.

Your legal rights may be affected by this settlement, and you have a choice to make:

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
SUBMIT A CONSENT FORM AND OBTAIN A PAYMENT	By returning a properly completed Consent Form, including an executed release, you agree to participate in the settlement and exchange to be eligible to receive an estimated payment of approximately \$_____. Any final check would be for less than this amount due to applicable taxes and withholdings. If you sign a Consent Form, your check will be for the lesser after-tax amount. The Consent Form must be postmarked by or otherwise received on or before January 28, 2026. If you choose to participate in the settlement, you will release the Released Collective Claims discussed in Section 10 below. You may submit a Claim Form online: www.PRGSettlementClaims.com
DO NOTHING	If you do not timely submit a Claim Form, you will receive no payment from the Settlement. If you do so, you will not be bound by the Release and will retain your right to sue PRG for unpaid wages and related claims.

- These rights and options – **and the deadlines to exercise them** – are explained in greater detail in this Notice.

BASIC INFORMATION

1. Why did I get this notice?

The Arbitrator ordered that you be sent this Notice because you have a right to know about the settlement of a collective action lawsuit in which you are eligible to participate, and about all of your options. This Notice explains the lawsuit, the settlement, your legal rights, and what benefits are available.

The Arbitrator overseeing this case is Todd McNamara, Esq. The litigation is *Cunningham, et al. v. Project Resource Group, Inc.*

2. Am I covered by this settlement?

PRG's records state that you were employed by PRG as a Field Investigator or Damage Investigator in the Cable and Telecom Division between October 31, 2021 and December 31, 2024 ("Relevant Period"), and you are able to join the collective by filing a claim and signing the attached release.

3. What is the case about?

The dispute is about whether PRG misclassified Field Investigators as overtime-exempt employees and failed to pay overtime wages for all hours worked over 40 each week. PRG denies these allegations and has firmly argued that its Field Investigators received all wages and payments to which they were entitled. The Arbitrator has not made any ruling on the merits of the claims, and no party has prevailed in this action.

4. Why is this a collective action?

In a collective action, one or more people can seek to represent a “collective” of similarly situated people. The individual who initiated this collective action is called a “Claimant.” In a collective action, the Claimants ask the Arbitrator to resolve the issues for every member of the collective.

5. Why is there a settlement?

The Arbitrator did not decide in favor of Claimants or PRG. Both sides believe they would prevail in litigation, but there was no decision in favor of either party. Instead, the Parties have agreed to resolve this matter solely in order to avoid the burden, expense and risks associated with continued litigation. The Claimants and Class Counsel believe the Settlement is in the best interests of the Collective Members.

THE SETTLEMENT BENEFITS – WHAT YOU GET

6. What does the settlement provide?

PRG has agreed to pay a total of up to \$2,400,000.00 (the “Total Settlement Amount”). The Total Settlement Amount will be used to pay: (1) class and collective members; (2) attorneys’ fees of up to \$800,000 (one-third of the Total Settlement Amount) plus reimbursement of actual litigation expenses and costs of up to \$8,414.97; (3) a Service Award of \$10,000.00 to each Named Claimant; and (4) the Settlement Administrator’s fees and costs of up to \$12,500.

7. How much will my settlement payment be and how was it calculated?

Based on the formula that has been approved by the Arbitrator, your settlement payment is estimated to be \$_____, which is subject to payroll deductions for applicable taxes and withholdings like any other paycheck, for which you will receive a Form W-2. Neither Class Counsel nor PRG’s counsel can advise you regarding the tax consequences of the settlement. You may wish to consult with your own personal tax advisor in connection with the settlement.

The formula that has been approved by the Arbitrator and used to calculate your settlement payment considers the number of weeks you worked. The Settlement Agreement contains the exact allocation formula. You may obtain a copy of the Settlement Agreement at www.PRGSettlementClaims.com.

The Settlement Administrator used information from PRG’s records to calculate your payment. If you have questions about your calculation, you may contact the Settlement Administrator using the information below. If you dispute PRG’s records and/or the calculation of your settlement payment, you must note your dispute on the Claim Form and provide written documentation supporting your contention in connection with submitting your Claim Form. PRG’s records are presumed to be correct unless you prove otherwise with documentary evidence. The Settlement Administrator will evaluate the information you provide and will make the final decision as to any dispute.

Settlement checks that are not cashed within 90 days of issuance will be null and void.

HOW YOU GET A PAYMENT

8. How can I get my payment?

If you wish to participate in the Settlement and receive a payment, you must sign and return the enclosed Claim Form. Your Claim form must be postmarked by, or otherwise received on or before, January 28, 2026 **or 30 days from mailing**.

You must return the Consent Form in the pre-stamped return envelope or by mailing, emailing, faxing, or submitting it electronically it to the Settlement Administrator:

Project Resource Group Settlement
C/O Rust Consulting, Inc. - 9032
PO Box 2396
Faribault, MN 55021-9096
info@PRGSettlementClaims.com

To submit the Claim Form online: www.PRGSettlementClaims.com

To be effective, the Claim Form must be completed in full and signed.

If you do not submit a Claim Form or submit an incomplete or invalid Consent form, you will not receive a settlement payment.

9. When will I get my settlement payment?

Once the notice period has ended, the Settlement Administrator will mail your payment. Please be patient and update the Settlement Administrator if your mailing address changes.

10. What am I giving up by releasing my claims?

If you sign and return a Claim Form, you will release the Released Collective Claims. This means that you cannot sue, continue to sue, or be part of any other legal action against PRG asserting FLSA or state wage and hour claims related to your work as an exempt-classified Field Investigator during the Relevant Period, including but not limited to: failure to pay wages, such as minimum, straight time, overtime or double-time compensation (including failure to correctly calculate and pay based on the regular rate of compensation), off-the-clock work, as well as related claims for penalties, interest, liquidated damages, attorneys' fees, costs, and expenses.

THE LAWYERS REPRESENTING YOU

11. Do I have a lawyer in this case?

The law firm of Outten & Golden LLP has been designated as legal counsel to represent you and other Field Investigators who participate in the settlement. You will not be charged separately for these lawyers; their fees are being covered by the settlement fund.

12. How will the lawyers be paid?

The Arbitrator has approved payment of up to one-third of the Total Settlement Amount for their attorneys' fees. These fees compensate Class Counsel for investigating the facts and negotiating the settlement. The Arbitrator has also approved payment for the out-of-pocket costs Class Counsel incurred litigating the case.

GETTING MORE INFORMATION

13. Are there more details about the settlement?

This Notice summarizes the proposed settlement. More details are in a Settlement Agreement. You can get a copy of the Settlement Agreement at www.PRGSettlementClaims.com or contact Class Counsel using the information below.

14. How do I get more information?

If you have other questions about the settlement or want more information, you can contact Class Counsel at:

Justin M. Swartz
Emma R. Janger
OUTTEN & GOLDEN LLP
685 Third Avenue, 25th Floor
New York, NY 10017
Telephone: (347) 428-7292
projectresources@outtengolden.com

Do not contact the Arbitrator directly for any reason.

