# NOTICE OF CLASS ACTION SETTLEMENTS You may be able to get money from \$28.5 million in settlements for Healthcare Workers at Geisinger and Evangelical facilities in central Pennsylvania

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

- The Court has preliminarily approved settlements totaling \$28.5 million to a class of Healthcare Workers at Geisinger System Services, Inc. ("Geisinger") and Evangelical Community Hospital ("Evangelical") facilities in central Pennsylvania ("Settlements"). This class action lawsuit alleges that the Defendants, Geisinger and Evangelical, agreed not to recruit (or "poach") each other's Healthcare Workers. It is further alleged that this agreement reduced competition, making it harder for healthcare workers to switch jobs, and allowed Defendants to pay employees lower compensation than they would have received otherwise. Geisinger and Evangelical deny the allegations and do not admit any liability related to the allegations as part of these Settlements.
- Geisinger and Evangelical agreed to Settlements to resolve the claims against them in this lawsuit, *In re Geisinger System Services and Evangelical Community Hospital Healthcare Workers Antitrust Litigation*, No. 4:21-cv-00196 (M.D. Pa.). Under the Settlements, Geisinger agreed to pay \$19 million, and Evangelical agreed to pay \$9.5 million.
- Generally, you are member of the Settlement Class and included in the settlements if you are a person who worked as a Healthcare Worker<sup>1</sup> (*see* Question 6) at Geisinger's and/or Evangelical's facilities located in Union, Snyder, Northumberland, Montour, Lycoming, or Columbia counties in Pennsylvania at some point from January 1, 2014 through August 5, 2020. Excluded from the Settlement Class are members of Geisinger's and Evangelical's boards of directors, Geisinger's and Evangelicals C-Suite Executives,<sup>2</sup> and any and all judges assigned to hear or adjudicate any aspect of this litigation and their judicial staff. You may be entitled to money if you are included in the Settlement Class.
- The \$28.5 million settlement fund will pay (1) money to eligible members of the Settlement Class; (2) attorneys' fees and expenses to the lawyers that litigated the case; (3) notice and settlement administration costs; (4) taxes and tax expenses; and (5) class representative service awards.
- Your legal rights are affected even if you do nothing. Please read this notice carefully. It explains the Settlements and the rights and options of members of the Settlement Class in this class action lawsuit.

 $<sup>^1</sup>$  "Healthcare Workers" are nurses, physicians, advanced practitioners, medical support personnel, and Other Healthcare Professionals. "Other Healthcare Professionals" are technicians, therapists, healthcare managers, or other healthcare professionals who contribute to the healthcare system in various capacities. Settlement Agreements  $\P\P$  1(t), (x).

<sup>&</sup>lt;sup>2</sup> "C-Suite Executives" are executives responsible for day-to-day operation of either Geisinger or Evangelical with job titles including, but not limited to, "Chief," "Executive," "CMO," "CNO," and "President." They are identifiable via Defendants' wage data. Settlement Agreements ¶ 1(i).

YOUR LEGAL RIGHTS AND OPTIONS		
	If you received a notice by mail or email, you are automatically included in the Settlement Class and do not need to submit a Proof of Claim and Release Form to receive payment. You are, however, encouraged to use the Unique Identifier and PIN number provided on your notice to go on the Settlement website to verify that your name, address, and work information are correct.	
RECEIVE PAYMENT OR FILE A CLAIM (PROOF OF CLAIM AND RELEASE FORM)	If your notice states in the "How Can I Get a Payment?" section that you must complete IRS Form W-9, please use the Unique ID and PIN provided in your notice to complete and submit IRS Form W-9 for tax reporting purposes. This action can be completed as part of the update process noted above on the Settlement website. If you fall into this category, you <b>must</b> complete and submit IRS Form W-9 in order to receive a payment. You must do so by February 17, 2026.	
	If you did not receive notice in the mail or by email but believe you are a member of the Settlement Class, completing a Proof of Claim and Release Form is the only way you can get money. You must timely submit a valid Proof of Claim and Release Form. Your Proof of Claim and Release Form must be submitted online or postmarked no later than February 17, 2026. <i>See</i> Question 13 for more information.	
	Give up your rights to sue Geisinger and Evangelical about the claims in this lawsuit.	
EXCLUDE YOURSELF	If you opt-out or exclude yourself, you will get no money from the Settlements. This is the only option that allows you to be part of any other lawsuit against Geisinger and/or Evangelical about the claims in this lawsuit. <i>See</i> Question 17 for more information.	
Овјест	If you do not opt out (or exclude yourself) and you want to object to some part of the Settlements, you may write to the Court explaining what you find objectionable or what you don't like. <i>See</i> Question 22 for more information.	
GO TO A HEARING	Ask to speak in Court about fairness of the Settlements. See Question 25 for more information.	
Do Nothing	Get no payment. Give up your right to sue Geisinger and Evangelical about the claims in this lawsuit. <i>See</i> Question 28 for more information.	

- These rights and options—and the deadlines to exercise them—are explained in this notice.
- For the full Settlement terms, you should look at the Settlement Agreements available at www.geisingerevansettlement.com.
- The Court in charge of this case still has to decide whether to approve the Settlements.
- Payments will only be made if the Court grants final approval of the Settlements and after appeals, if any, are resolved. Please be patient.
- Please check www.geisingerevansettlement.com for any updates relating to the Settlements or the Settlement approval process.

## **Basic Information**

## 1. Why did I get a notice?

The Court authorized this notice because you have a right to know about the proposed Settlements, and your rights and options, before the Court decides whether to finally approve the Settlements. This notice explains the lawsuit, the Settlements, and your legal rights. Your legal rights are affected whether you act or do not act.

Chief Judge Matthew W. Brann of the United States District Court for the Middle District of Pennsylvania is presiding over this case. This lawsuit is currently known as *In re Geisinger System Services and Evangelical Community Hospital Healthcare Workers Antitrust Litigation*, No. 4:21-cv-00196. The people who sued or started the lawsuit are called the "Plaintiffs." The Plaintiffs are Nichole Leib and Kevin Brokenshire. Geisinger and Evangelical are the "Defendants."

## 2. What is this lawsuit about?

The lawsuit alleges that Defendants Geisinger and Evangelical made an agreement to not recruit (or "poach") each other's Healthcare Workers. The lawsuit also alleges that this agreement reduced competition, made it harder for Healthcare Workers to switch jobs, and allowed Defendants to pay healthcare workers lower compensation than they would have received in an otherwise fully competitive labor market. Geisinger and Evangelical deny the allegations and do not admit any liability related to the allegations as part of this settlement.

You may obtain more information regarding the specific allegations of the action by reviewing the Consolidated Amended Complaint ("Complaint"), available at www.geisingerevansettlement.com.

# 3. Why is this a class action?

In a class action, one or more people called "class representatives" sue on behalf of themselves and other people who have similar claims. Together, all of these people are a "class" or "class members." In this case, the class representatives are Plaintiffs Nichole Leib and Kevin Brokenshire. One court resolves the issues for all class members, except for those who exclude themselves from the Settlement Class.

For purposes of these Settlements, the Court has certified the Settlement Class (*see* Question 5). This means that if the Court approves these Settlements, they will apply to all members of the Settlement Class (except members of the Settlement Class who exclude themselves).

## 4. Why are there Settlements?

Plaintiffs and Settlement Class Counsel ("Counsel") believe that the members of the Settlement Class have been damaged by Defendants' conduct, as described in the Complaint.

The parties agreed to settle this case only after several years of extensive litigation and the close of fact and expert discovery. Plaintiffs and Counsel believe the Settlements are best for all members of the Settlement Class. If the Settlements are approved, Plaintiffs and the Settlement Class will dismiss and release their claims against Defendants and certain other Released Parties (identified in the Settlement Agreements).

## **Am I Part of the Settlements?**

If you received a postcard or email notice, then you are a member of the Settlement Class. But even if you did not, you may be a member of the Settlement Class, as described below.

## 5. Who is included in the Settlements?

You are included in the Settlements if you are a person who worked as a Healthcare Worker (*see* Question 6) at Geisinger's or Evangelical's facilities located in Union, Snyder, Northumberland, Montour, Lycoming, and Columbia counties in the Commonwealth of Pennsylvania ("Class Counties") at some point from January 1, 2014 through August 5, 2020.

Excluded from the Settlement Class are members of Geisinger's and Evangelical's boards of directors, Geisinger's and Evangelical's C-Suite Executives (responsible for day-to-day operation with job titles such as "Chief," "Executive," "CMO," "CNO," and "President") and any and all judges assigned to hear or adjudicate any aspect of this litigation and their judicial staff. Also excluded from the Settlement Class is anyone who timely and validly excludes themselves from the Settlement Class. *See* Question 17.

## 6. Who is a Healthcare Worker in these Settlements?

In this case, Healthcare Workers are nurses, physicians, advanced practitioners, medical support personnel, and other healthcare professionals. "Other healthcare professionals" include health technicians, therapists, healthcare managers, or other healthcare professionals who contribute to the healthcare system in various capacities.

## 7. What if I'm still not sure if I'm included?

If you are not sure whether you are a member of the Settlement Class, or have any other questions about the Settlements, visit the website, www.geisingerevansettlement.com, email info@geisingerevansettlement.com or call the toll-free number, 1-877-543-4579. You may also send questions by mail to the Settlement Administrator at Geisinger Evangelical Settlement, c/o A.B. Data, Ltd., P.O. Box 173108, Milwaukee, WI 53217.

#### The Settlement Benefits

# 8. What do the Settlements provide?

If the Settlements are approved and become final, they will provide money to members of the Settlement Class. Geisinger will pay \$19 million and Evangelical will pay \$9.5 million into a Settlement Fund. The total Settlement amount is \$28.5 million. If the Settlements are approved by the Court, the Settlement Fund will be used to pay:

- Money to eligible members of the Settlement Class;
- Attorneys' fees and expenses;
- Notice and administration costs;
- Taxes and tax expenses; and
- Service awards to the Class Representatives

The Settlement Agreements, available at www.geisingerevansettlement.com, have more information.

## 9. How much money will I get from the Settlements?

Members of the Settlement Class will receive a minimum \$250 payment. Additionally, your earnings will be used to determine your *pro rata* (or proportional) share of the settlement proceeds based on your total compensation at Geisinger and/or Evangelical from January 1, 2014 through August 5, 2020, after deduction of attorneys' fees, expenses, litigation costs, taxes, notice and administration costs, service awards to the Class Representatives, and allocation of the minimum payment (\$250) to Class Members. At this time, it is unknown how much each member of the Settlement Class will receive in a pro rata share. If the Court approves the Settlements and you received a notice by mail or email (or you submitted a valid and timely claim), meet the criteria to be a member of the Settlement Class, and do not opt-out (or exclude yourself) (see Question 17), you will receive money from the Settlements.

The amount of money you will receive depends on the number of valid claims and your total compensation at Geisinger and/or Evangelical. At this time, it is estimated that each member of the Settlement Class who is automatically included or submits a valid claim will receive a minimum payment of at least \$250, plus a *pro rata* share of the Settlement Fund based on their total compensation at Geisinger and/or Evangelical.

## 10. What happens if there are funds remaining after distribution?

If there are any funds remaining after all claims are processed and an initial distribution has been made, those funds will be redistributed to eligible members of the Settlement Class or distributed to a non-profit organization, as approved by the Court. No remaining funds will be returned to Geisinger or Evangelical.

# 11. When will I get my payment?

Eligible members of the Settlement Class will receive their payments after the Court grants final approval of the Settlements and any appeals are resolved. If there are appeals, resolving them can take time. Please be patient.

## 12. What am I giving up to stay in the Settlements?

Unless you exclude yourself, you will give up your right to separately sue Geisinger and/or Evangelical about the claims in this lawsuit. All of the Court's decisions will bind you. The Settlement Agreements describe the specific claims you will give up (or "release"), so read it carefully. The Settlement Agreements are available at www.geisingerevansettlement.com; paragraph 1(bb) of the Settlement Agreements relate to "Released Claims." If you have any questions, you can talk to the lawyers listed in Question 20 for free, or you can talk to your own lawyer if you have questions about what this means.

# How to Get a Payment

## 13. How can I get a payment?

If you received a notice by mail or email with a claim number and your total compensation from January 1, 2014 through August 5, 2020 was included in that notice, you are automatically included in the Settlement Class and do not need to submit a Proof of Claim and Release Form in order to receive payment. You are encouraged to use the Unique Identifier and PIN number provided on your notice to verify that your name, address, and work information are correct. However, if you wish to challenge the amount calculated as your total compensation from January 1, 2014 through August 5, 2020, which will be utilized to calculate your *pro rata* Settlement payment, you will need to contact the Settlement Administrator and provide evidence to support your claim. You must do so by February 17, 2026. If you do not challenge the total compensation communicated to you in the notice, you will automatically receive your Settlement payment based on that calculated compensation and the resulting *pro rata* share.

Additionally, if your notice reflects in the "How Can I Get a Payment?" section that you must complete IRS Form W-9, you must use the Unique Identifier and PIN number provided on your notice to access the online claim portal, verify that your name, address, and work information are correct and submit IRS Form W-9 for tax reporting purposes to receive your Settlement payment. If your notice requires you to complete and submit an IRS Form W-9 but you do not do so, you will <u>not</u> get a Settlement payment. You must do so by February 17, 2026.

If you did not receive a notice by mail or email but believe you are included in the Settlement Class, you may contact the Settlement Administrator by email at <a href="mailto:info@geisingerevansettlement.com">info@geisingerevansettlement.com</a> and the Settlement Administrator will attempt to locate your information and provide your Unique ID and PIN. If the Settlement Administrator is unable to locate your records, you will need to complete and submit a Proof of Claim and Release Form. You can download or complete a Proof of Claim and Release Form at <a href="https://www.geisingerevansettlement.com">www.geisingerevansettlement.com</a> or request one be sent to you by emailing at <a href="mailto:info@geisingerevansettlement.com">info@geisingerevansettlement.com</a> or calling 1-877-543-4579.

You must submit your Proof of Claim and Release Form or review/update your information online at www.geisingerevansettlement.com, or by mail postmarked, no later than February 17, 2026.

Claims submitted by mail should be sent to:

Geisinger Evangelical Settlement c/o A.B. Data, Ltd. P.O. Box 173108 Milwaukee, WI 53217

#### 14. Who determines the value of my claim?

After it receives your timely submitted Proof of Release and Claim Form, the Settlement Administrator will decide if your claim is eligible and will use your total compensation to calculate any additional *pro rata* share of the Settlement on top of the minimum payment of \$250 in accordance with terms outlined in Question 13 above.

If you are a member of the Settlement Class who received a notice by mail or email that included your total compensation from January 1, 2014 through August 5, 2020, please review your notice carefully to ensure you are not required to submit an IRS Form W-9 (see Question 13 above). You do not need to do anything to receive Settlement payment unless you are required to provide an IRS Form W-9 or want to challenge the total compensation reflected in your email or postcard notice.

# 15. Should I use a company to help me file my claim?

You do not have to use a company to file a claim. You can get free help from the Settlement Administrator or Counsel. Some companies may offer to help you file your Claim Form in exchange for a portion of your recovery from the Settlements. While you may choose to use such a company, you should know that you can file with the Settlement Administrator on your own, free of charge. Additionally, you may contact the Settlement Administrator or Counsel (see Question 20) who will help you understand and file your Claim Form—again, at no cost to you.

## 16. Is this money taxable and who pays the taxes?

Yes. This money is taxable. Any money you receive will be treated as wages, subject to applicable tax withholding, and will be reported to the taxing authorities and you on an IRS Form W-2. Any required payroll taxes will be withheld from your payment and paid by the Settlement Administrator. If you are required to file a Proof of Claim and Release Form, you must provide a valid IRS Form W-9 as part of the claim filing process. Check with a tax professional if you have any questions.

# **Excluding Yourself From the Settlements**

If you don't want a payment from these Settlements, but you want to keep the right to sue or continue to sue Geisinger and/or Evangelical on your own about the claims in this lawsuit, then you must take steps to exclude yourself from the Settlements. This is called excluding yourself – or it is sometimes referred to as "opting out."

## 17. How can I get out of the Settlements?

To exclude yourself, you must write to the Settlement Administrator by February 17, 2026. Your exclusion request letter must include:

- Your full legal name, address, email and telephone number;
- The unique ID code from your notice (if you have one);
- A statement that you want to be excluded from *In re Geisinger System Services and Evangelical Community Hospital Healthcare Workers Antitrust Litigation* Settlements;
- A statement that you understand that if you exclude yourself, you will not be able to get any money or benefits from the Settlements with Geisinger and Evangelical under the Settlement Agreements;
- Your (or your officer's or legal representative's) signature.

You must mail your exclusion request, so it is received no later than February 17, 2026 to:

Geisinger Evangelical Settlement c/o EXCLUSIONS P.O. Box 173001 Milwaukee, WI 53217

## 18. If I exclude myself, can I still get a payment?

No. You will not get a payment if you exclude yourself.

# 19. If I don't exclude myself, can I sue Geisinger or Evangelical for the same thing later?

No. Unless you exclude yourself, you give up the right to sue Geisinger and Evangelical for the claims these Settlements resolve.

# The Lawyers Representing You

# 20. Do I have a lawyer in the case?

Yes. The Court has appointed attorneys at the firms Cotchett, Pitre & McCarthy, LLP and Berger Montague PC to represent you and the other members of the Settlement Class. These attorneys are called Interim Co-Lead Class Counsel for Plaintiffs and the Proposed Class and Settlement Class Counsel. You may contact Counsel as follows:

Adam J. Zapala Cotchett, Pitre & McCarthy, LLP 840 Malcolm Road, Suite 200 Burlingame, CA 94010 Eric L. Cramer Berger Montague PC 1818 Market Street, Suite 3600 Philadelphia, PA 19103

You will not be charged for contacting these lawyers. If you want to be represented by your own lawyer, you may hire one at your own expense.

# 21. How will the lawyers be paid?

To date, Counsel have not been paid any attorneys' fees or reimbursed for any out-of-pocket costs or expenses that Counsel spent to litigate this case. Any attorneys' fees and costs and expenses will be awarded only as approved by the Court in amounts determined to be fair and reasonable. By January 20, 2026, Counsel will move for an award of attorneys' fees not to exceed 33.33% of the settlement fund, plus a proportional share of accrued interest, reimbursement of litigation costs and expenses not to exceed \$3,500,000, tax and tax expenses, and a service award of up to \$10,000 for each Class Representative (\$20,000 total) to be paid out of the settlement fund. If the Court grants Counsel's requests, these amounts would be deducted from the settlement fund. You will not have to pay these fees, expenses, and costs out of your own pocket.

Any motions in support of the above requests will be available on the Settlement Website after they are filed on January 20, 2026. After that time, if you wish to review the motion papers, you may do so by viewing them at www.geisingerevansettlement.com.

# **Objecting to the Settlements**

## 22. How can I tell the Court if I do not like any aspect of the Settlements?

You have a right to object to any part of the proposed Settlements, plan of allocation, and/or the request for attorneys' fees, expenses, and service awards. The Court will consider your views. You can't ask the Court to order different Settlements; the Court can only approve or reject the Settlements. If the Court does not approve the Settlements, no Settlement payments will be made, and the lawsuit will continue. If that is what you want to happen, you may object.

To object, you must send a letter to the addresses below that includes the following:

- Your full legal name, address, email and telephone number;
- The unique ID code from your notice (if you have one);

- A statement saying that you object to the Geisinger Settlement, Evangelical Settlement, or both Settlements in *In re Geisinger System Services and Evangelical Community Hospital Healthcare Workers Antitrust Litigation*, No. 4:21-cv-00196;
- Proof of membership in the Settlement Class, such as your Geisinger or Evangelical Employee ID or a copy of a Geisinger or Evangelical paycheck or paystub at some point from January 1, 2014 through August 5, 2020;
- The reason(s) you object;
- Any documents and/or any supporting evidence;
- Your name and address, along with the name and contact information of your lawyer (if you have one);
- A statement of whether you (or your lawyer) intend to appear and speak at the Fairness Hearing; and
- Your (or your officer's or legal representative's) signature.

You must mail your objection to the following addresses, so it is received no later than February 17, 2026.

Court	Class Counsel	Administrator
Clerk of Court U.S. District Court Middle District of Pennsylvania U.S. Courthouse and Federal Office Building 240 West Third Street, Suite 218 Williamsport, PA 17701	Adam J. Zapala Cotchett, Pitre & McCarthy, LLP 840 Malcolm Road, Suite 200 Burlingame, CA 94010	A.B. Data OBJECTIONS P.O. Box 173001 Milwaukee, WI 53217

If you don't timely and validly submit your objection, your view will not be considered by the Court or any court on appeal. You cannot object by telephone or email.

# 23. If I object to the Settlements, can I still get a payment?

Yes. Even if you object to the Settlements, you may still be able to get a payment if you are eligible.

# 24. What is the difference between objecting and asking to be excluded?

Objecting is simply telling the Court that you do not like something about the Settlements.

Excluding yourself is telling the Court that you do not want to be a part of the Settlements. If you exclude yourself, you cannot get a payment from the Settlements. If you exclude yourself, you will also have no basis to object to the Settlements because they no longer affect you.

# The Fairness Hearing

The Court will hold a hearing (called a Fairness Hearing) to decide whether to approve the Settlements. You may attend and ask to speak, but you don't have to.

# 25. When and where will the Court decide whether to approve the Settlements?

The Court will hold a hearing on March 16, 2026 at 10:00am in Courtroom 1, before Chief Judge Matthew W. Brann, at the United States District Court for the Middle District of Pennsylvania, Herman T. Schneebeli Federal Bldg. & U.S. Courthouse, 240 West Third Street, Suite 218, Williamsport, PA 17701.

**Important!** The time and date of the Fairness Hearing may change without additional mailed or published notice. For updated information on the hearing, visit: www.geisingerevansettlement.com.

At this hearing, the Court will consider whether the Settlements are fair, reasonable, and adequate. If there are objections, the Court will consider them and may listen to people who have objected and asked to speak at the hearing. The Court may also decide whether to award attorneys' fees and expenses and service awards for the Class Representatives. After the hearing, the Court will decide whether to approve the Settlements. We do not know how long these decisions will take.

# 26. Do I have to come to the hearing?

No. Counsel will answer questions the Court may have at the Fairness Hearing. But you are welcome to come 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 mailed your written objection on time, the Court will consider it. You may also pay your own lawyer to attend, but it is not necessary.

# 27. May I speak at the hearing?

Yes. If you send an objection regarding the Settlements as described in Question 22, you may ask to speak at the Fairness Hearing on your objection. You cannot speak at the hearing if you exclude yourself from the Settlement Class.

# If You Do Nothing

## 28. What happens if I do nothing?

If you do nothing, and you fit the description of the Settlement Class, you are automatically a member of the Settlement Class. However, in some scenarios (such as when your compensation amount does not appear on the notice) if you do not file a timely and valid Claim Form, you will not receive any payment from the Settlements. You will be bound by past and future rulings, including rulings on the Settlements, Released Claims, and Releasees.

# **Getting More Information**

# 29. How do I get more information?

This notice is only a summary. More details are in the Settlement Agreements, available at www.geisingerevansettlement.com. If you have questions, you also may contact the Settlement Administrator by writing to Geisinger Evangelical Settlement, c/o A.B. Data, Ltd., P.O. Box 173108, Milwaukee, WI 53217, emailing info@geisingerevansettlement.com, or calling the toll-free number 1-877-543-4579.

You may also be able to access the Settlement Agreements and other Court documents by accessing the Court docket in this case, for a fee, through the Court's Public Access to Court Electronic Records (PACER) system at https://ecf.cand.uscourts.gov, or by visiting the Clerk's Office, United States District Court, Middle District of Pennsylvania, Herman T. Schneebeli Federal Bldg. & U.S. Courthouse, 240 West Third Street, Suite 218, Williamsport, PA 17701, during its normal operating hours.