

OFFICIAL NOTICE OF SETTLEMENT AND OPPORTUNITY TO JOIN

<<MERGED_Name>>
<<MERGED_Address>>

If you worked as a Sales Development Representative at Payscale you may be entitled to a payment from a settlement.

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

- You received this Notice because records indicate that you were employed by Payscale as a Sales Development Representative (“SDR”) between June 1, 2022, and November 21, 2025.
- Two former SDRs filed a case asserting that Payscale violated the law by failing to pay SDRs overtime wages. Payscale denies the allegations. The Court has not decided who is right, but it has approved the parties’ settlement of the dispute.
- Under the settlement’s allocation formula, you can receive an estimated payment of \$<<MERGED_ClassAward>>, subject to deductions for applicable taxes and withholdings.
- **To receive a settlement payment, you must sign and submit a Claim Form by April 6, 2026.** You may submit a Claim Form online at www.Payscalesettlement.com and <<QR code>> or use the return envelope included in this mailing. If you fail to sign and return a Claim Form post-marked or submitted online by April 6, 2026, you will not receive money from the settlement.

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 CLAIM FORM AND OBTAIN A PAYMENT | If you wish to participate in the settlement and receive a settlement payment of approximately \$<<MERGED_ClassAward>>, subject to applicable taxes and withholdings, you must submit a claim form by <u>April 6, 2026</u> . You may submit a Claim Form online at www.Payscalesettlement.com and <<QR code>> or use the return envelope included in this mailing. If you choose to participate in the settlement, you will release the Releasees from the Released Collective Claims discussed in Section 10 below. |
| DO NOTHING | If you do nothing, you will not receive a settlement payment. You will retain your right to pursue your claims, if any, if you so choose. |

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

The lawsuit is entitled *Smith and Sargent v. Payscale, Inc.*, 2584CV03484.

2. Am I covered by this settlement?

Payscale’s records state that you were employed by Payscale as an SDR at some time between June 1, 2022, and November 21, 2025, and you are thus covered by the Settlement.

3. What is the case about?

The case is about whether Payscale failed to pay SDRs proper wages for all hours worked. More specifically, Plaintiffs assert that Payscale failed to instruct SDRs to properly record all hours worked, including overtime hours, and failed to properly calculate and pay SDRs all overtime wages owed.

The Court has not made any ruling on the merits of the claims, and no party has prevailed in this action. The parties have agreed to settle the claims to avoid the expense and risk of litigation.

THE SETTLEMENT BENEFITS – WHAT YOU GET

4. What does the settlement provide?

Payscale has agreed to pay up to \$675,000.00 (the “Total Settlement Amount”) to be allocated among up to 135 SDRs covered by the settlement (after the deductions for attorneys’ fees of one-third of the Total Settlement Amount, reasonable costs, service awards of \$10,000 to each Plaintiff, settlement administration costs, and the California Private Attorneys’ General Act (“PAGA”) Fund of \$5,000).

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

Based on the formula that has been approved by the Court, your settlement payment is estimated to be \$<<MERGED ClassAward>>, half of which is subject to payroll deductions for applicable taxes and withholdings like any other paycheck, for which you will receive an IRS Form W-2, and half of which is not subject to deductions and will be reported on an IRS Form 1099. Neither Plaintiffs’ counsel nor Payscale’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 Court and used to calculate your settlement payment considers the number of weeks you worked as an SDR during the relevant period. The Settlement Agreement contains the exact allocation formula. You may obtain a copy of the Settlement Agreement by contacting Plaintiffs’ Counsel using the information in Section 13 below.

The Settlement Administrator used information from Payscale’s records to calculate your payment. If you have questions about your calculation, you may contact the Settlement Administrator at claims@ilymgroup.com and (888) 250-6810 or using the information in Section 8 below. If you dispute Payscale’s records and/or the calculation of your settlement payment, please inform the Settlement Administrator, explain why, and provide written documentation supporting your contention in connection with submitting your Claim Form. Any dispute regarding Payscale’s records and/or the calculation of your settlement payment must be submitted by **April 6, 2026**, to the Settlement Administrator, who will make the final determination regarding the dispute.

HOW YOU GET A PAYMENT

6. How can I get my payment?

You must sign and submit a Claim Form by **April 6, 2026**, to receive a settlement payment. You can submit your claim form online at www.Payscalesettlement.com



The Settlement Administrator is ILYM Group, Inc. You may return the Claim Form by mail using the pre-stamped envelope enclosed, or by mailing, emailing, or faxing it to:

ILYM Group, Inc.
P.O. Box 2031
Tustin, CA 92781
Telephone: (888) 250-6810
Fax: (888) 845-6185
Email: claims@ilymgroup.com

If you do not sign and submit a Claim Form or submit an incomplete or invalid Claim Form, you will not receive a settlement payment and you will not release any claims.

7. When will I get my settlement payment?

Settlement checks will be mailed approximately seven (7) weeks after the close of the period for submission of all claim forms. Please keep the Settlement Administrator updated with changes to your mailing address.

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

If you sign and return a Claim Form, you will give up (also called “release”) any and all federal Fair Labor Standards Act, state, and local wage and hour claims alleged in the complaint or that could have been alleged based on the facts alleged and that arose during your employment as an SDR between June 1, 2022, through November 21, 2025 including, without limitations, federal, state, and local claims for unpaid wages, overtime wages, improper wage statement, missed breaks, waiting time, and related claims for penalties, interest, liquidated damages, attorneys’ fees, costs, and expenses.

Another former employee has filed a separate putative collective action involving the same claims against Payscale in federal court in Western Washington, entitled *Dunnevant v. Payscale*, Case No. 2:25-cv-02425 (W.D.WA.). That case is in its early stages and, as of the date of this notice, that court has not made any decisions regarding the claims asserted in that case.

THE LAWYERS REPRESENTING YOU

9. Do I have a lawyer in this case?

The law firms of Outten & Golden LLP and Fair Work P.C. have been designated as legal counsel to represent you and other SDRs who participate in the settlement. You will not be charged separately for these lawyers; their fees are being covered by the settlement fund. You do not need to retain your own attorney to participate, but you are free to do so, at your own expense. The contact information for Plaintiff’s Counsel is in Section 13 below.

GETTING MORE INFORMATION

10. Are there more details about the settlement?

This Notice summarizes the proposed settlement. More details are in the Settlement Agreement. You can get a copy of the Settlement Agreement from the Settlement Administrator or Plaintiff’s Counsel using the contact information below, or at www.Payscalesettlement.com.

11. How do I get more information?

If you have other questions about the settlement or want more information, you can contact the Settlement Administrator, or Plaintiffs’ Counsel at:

Melissa L. Stewart
OUTTEN & GOLDEN LLP
685 Third Ave, 25th Floor
New York, NY 10017
Telephone: 347-390-2185
payscale@outtengolden.com

Grace Anzalone
Jennifer Davidson
OUTTEN & GOLDEN LLP
1225 New York Ave. NW, Suite 1200
Washington, D.C. 20005
Telephone: (347) 390-2185
payscale@outtengolden.com

DATED: February 5, 2026

Do not contact the Court directly for any reason.