

NOTICE OF PROPOSED CLASS ACTION SETTLEMENT

Anderson, et al. v. Triage LLC d/b/a Triage Staffing
Case No. 2026CH000002

A PROPOSED SETTLEMENT HAS BEEN REACHED IN A CLASS ACTION LAWSUIT KNOWN AS ANDERSON, ET AL. v. TRIAGE LLC D/B/A TRIAGE STAFFING, CASE NO. 2026CH000002, PENDING IN THE CIRCUIT COURT OF LASALLE COUNTY, ILLINOIS, COUNTY DEPARTMENT, CHANCERY DIVISION.

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

You are not being sued.

Please read this Notice carefully and completely.

- A Settlement has been reached with Triage LLC d/b/a Triage Staffing (“Triage” or “Defendant”) in a class action lawsuit. This case is about the unauthorized intrusion on Triage's computer systems that occurred in May 2025 (the “Data Incident”). Certain files that contained private information were potentially accessed. These files may have contained Personal Information such as first, middle, and last names, addresses, dates of birth, and Social Security numbers.
- The lawsuit is called *Anderson, et al. v. Triage LLC d/b/a Triage Staffing*, Case No. 2026CH000002. It is pending in the Circuit Court of Lasalle County, Illinois, County Department, Chancery Division (the “Action”).
- Triage denies any liability or wrongdoing, and the Court has not decided who is right.
- The parties have agreed to settle the lawsuit (the “Settlement”) to avoid the costs and risks, disruptions, and uncertainties of continuing the Action.
- Triage's records indicate that you are a Settlement Class Member, and entitled to benefits under the Settlement. You may have received a previous notice directly from Triage.
- Your rights are affected whether you act or don't act. ***Please read this Notice carefully and completely.***

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT		DEADLINE
SUBMIT A CLAIM	The only way to receive cash benefits and/or Credit Monitoring Services from this Settlement is by submitting a valid and timely Claim Form. The fastest way to submit your Claim Form is online at www.TriageDataSettlement.com. If you prefer, you can download the Claim Form from the Settlement Website and mail it to the Settlement Administrator. You may also call or email the Settlement Administrator to receive a paper copy of the Claim Form.	August 10, 2026
OPT OUT OF THE SETTLEMENT	You can choose to opt out of the Settlement and receive no cash benefit or Credit Monitoring Services. This option allows you to sue, continue to sue, or be part of another lawsuit against the Defendant or Released Parties related to the Released Claims resolved by this Settlement. You can hire your own lawyer at your own expense.	July 10, 2026
OBJECT TO THE SETTLEMENT AND/OR ATTEND A HEARING	If you do not opt out of the Settlement, you may object to it by writing to the Court about why you don't like the Settlement. You may also ask the Court for permission to speak about your objection at the Final Approval Hearing. If you object, you may also file a claim for Settlement benefits.	July 10, 2026
DO NOTHING	Unless you opt out of the Settlement, you are automatically part of the Settlement. If you do nothing, you will not receive cash benefits and/or Credit Monitoring Services from this Settlement and you will give up the right to sue, continue to sue, or be part of another lawsuit against the Defendant or Released Parties related to the Released Claims resolved by this Settlement.	No Deadline

- These rights and options—**and the deadlines to exercise them**—are explained in this Notice.
- The Court in charge of this case still has to decide whether to approve the Settlement.

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Basic Information

1. Why was this Notice issued?

The Circuit Court of Lasalle County, Illinois, County Department, Chancery Division, authorized this Notice. You have a right to know about the proposed Settlement of this class action lawsuit, and about all of your options, before the Court decides whether to grant final approval of the Settlement. This Notice explains the lawsuit, your legal rights, what benefits are available, and who can receive them.

The lawsuit is called *Anderson, et al. v. Triage LLC d/b/a Triage Staffing*, Case No. 2026CH000002. It is pending in the Circuit Court of Lasalle County, Illinois, County Department, Chancery Division. The people that filed this lawsuit are called the “Plaintiffs” (or “Class Representatives”) and the company they sued, Triage LLC d/b/a Triage Staffing, is called the “Defendant.”

2. What is this lawsuit about?

This lawsuit alleges that on or around May 2025, certain files that contained private information were potentially accessed on Triage's computer systems without authorization. These files may have contained Personal Information such as first, middle, and last names, addresses, dates of birth, and Social Security numbers.

3. What is a class action?

In a class action, one or more individuals sue on behalf of other people with similar claims. These individuals are called the “Plaintiffs” or “Class Representatives.” Together, the people included in the class action are called a “Settlement Class” or “Settlement Class Members.” One court resolves the lawsuit for all Settlement Class Members, except for those who opt out from the Settlement. In this Settlement, the Class Representatives are Lori Anderson and Biodun Jaiyeola. Everyone included in this Litigation are the Settlement Class Members.

4. Why is there a Settlement?

The Court did not decide whether the Plaintiffs or the Defendant are right. Both sides have agreed to a Settlement to avoid the costs, risks, disruption, and uncertainties of continued litigation, and to allow the

Settlement Class Members to receive benefits from the Settlement. The Plaintiffs and their attorneys think the Settlement is best for all Settlement Class Members.

Who is in the Settlement?

5. Who is included in the Settlement?

The court has defined the Class this way: “All persons residing in the United States whose Personal Information was potentially compromised in the Triage Staffing Data Incident that occurred on or around May 2025 and were sent a Notice Letter.”

6. Are there exceptions to being included?

Yes. Excluded from the Class are: (i) all persons who are parents, subsidiaries, directors, officers, members and agents of Defendant, and any entity in which Defendant has a controlling interest; (ii) all Settlement Class Members who timely and validly request exclusion from the Settlement Class; (iii) any judges assigned to this case and their staff and immediate family; (iv) and anyone who perpetrated the Data Incident; (v) any other person found by a court of competent jurisdiction to be guilty under criminal law of initiating, causing, aiding or abetting the criminal activity occurrence of the Data Incident or who pleads *nolo contendere* to any such charge.

If you are not sure whether you are a Settlement Class Member, you can ask for free help any time by contacting the Settlement Administrator at:

- Email: info@TriageDataSettlement.com
- Call toll free, 24/7: (833) 386-6562
- By mail: Triage Data Incident Settlement
c/o Settlement Administrator
P.O. Box 25226
Santa Ana, CA 92799

You may also view the Settlement Agreement at www.TriageDataSettlement.com.

The Settlement Benefits

7. What does the Settlement provide?

All Settlement Class Members may claim one or more of the following Settlement benefits.

Option 1		Option 2
You may claim Credit Monitoring Services , and one or more of the following cash benefits for losses: • Ordinary Losses (out-of-pocket expenses) up to \$500.00 • Extraordinary Losses (losses from identity theft or fraud) up to \$2,500.00	OR	Alternative Cash Payment. <i>Instead of any other benefit</i> , you may claim a one-time \$50.00 cash payment.

The benefits are explained in more detail below.

CREDIT MONITORING SERVICES. Settlement Class Members are eligible to enroll in two years of CyEx Identity Defense Total. This comprehensive service comes with \$1 million in identity theft insurance, and includes:

- real time monitoring of your credit file
- dark web scanning
- comprehensive public records monitoring

If anything suspicious happens, you will be able to talk to a fraud resolution agent to help fix any problems.

CASH BENEFITS FOR LOSSES

Ordinary Losses (out-of-pocket expenses). If you incurred actual, documented out-of-pocket expenses due to the Data Incident, you can get back up to **\$500.00**. The losses must have occurred between May 2025, and August 10, 2026.

This benefit covers out-of-pocket expenses like:

- fees for credit reports, credit monitoring, or freezing and unfreezing your credit
- cost to replace your IDs
- postage to contact banks by mail

You need to send proof, like receipts, to show how much you spent or lost. You can also send notes or papers you made yourself to explain or support other proof, but those notes or papers alone are not enough to make a valid claim. Your proof or notes should show that your expenses were because of the Data Incident.

You cannot claim a payment for expenses that have already been reimbursed by a third party.

Extraordinary Losses (losses from identity theft or fraud). If you lost money because of identity theft or fraud, you can get back up to **\$2,500.00**.

You will need to show that:

- the theft or fraud was probably caused by the Data Incident
- the losses are not already covered by **Ordinary Losses**
- you tried to prevent the loss or get your money back, such as by using insurance you already have

The losses must have occurred between May 2025, and August 10, 2026.

You need to send proof, like receipts, to show how much you spent or lost. You can also send notes or papers you made yourself to explain or support other proof, but those notes or papers alone are not enough to make a valid claim. Your proof or notes should show that your expenses were because of the Data Incident.

You cannot claim a payment for expenses that have already been reimbursed by a third party.

ALTERNATIVE CASH PAYMENT. *Instead of any other benefit,* you may claim a one-time **\$50.00** cash payment. You do not have to provide any proof or explanation to claim this payment.

If you have questions about these Settlement benefits, you can ask for free help any time by contacting the Settlement Administrator at:

- Email: info@TriageDataSettlement.com
- Call toll free, 24/7: (833) 386-6562
- By mail: Triage Data Incident Settlement
c/o Settlement Administrator
P.O. Box 25226
Santa Ana, CA 92799

8. What claims am I releasing if I stay in the Class?

If you stay in the Settlement Class, you won't be able to be part of any other lawsuit against Triage or any Released Parties about the Released Claims that this Settlement covers. The "Releases" section of the Settlement Agreement (Paragraphs 65–68) describes the legal claims that you give up if you remain in the Class. The Settlement Agreement is available at www.TriageDataSettlement.com.

Submitting a Claim Form for a Settlement Payment

9. How do I submit a claim for a Settlement benefit?

The fastest way to submit your Claim Form is online at www.TriageDataSettlement.com. If you prefer, you can download a printable Claim Form from the Settlement Website and mail it to the Settlement Administrator at:

Triage Data Incident Settlement
c/o Settlement Administrator
P.O. Box 25226
Santa Ana, CA 92799

You may also contact the Settlement Administrator to request a Claim Form by telephone, toll free, (833) 386-6562, by email info@TriageDataSettlement.com, or by U.S. mail at the address above.

10. Are there any important Settlement payment deadlines?

If you are submitting a Claim Form online, you must do so by August 10, 2026. If you are submitting a claim by U.S. mail, the completed and signed Claim Form, including supporting documentation, must be postmarked no later than August 10, 2026.

11. When will the Settlement benefits be issued?

The Court will hold a Final Approval Hearing on August 18, 2026. (**see Question 18**). If the Court approves the Settlement, there may be appeals. We do not know if appeals will be filed, or how long it will take to resolve them if they are filed.

Settlement payments will be distributed if the Court grants final approval, and after any appeals are resolved.

The Lawyers Representing You

12. Do I have a lawyer in the case?

Yes, the Court has appointed attorneys Stephen J. Pigozzi of Strauss Borrelli PLLC and Ra O. Amen of Mason LLP, to represent you and other Settlement Class Members (“Class Counsel”).

13. Should I get my own lawyer?

You will not be charged for Class Counsel’s services. If you want your own lawyer, you may hire one at your expense.

14. How will Class Counsel be paid?

Class Counsel will ask the court to approve a Fee Award and Costs up to \$240,000.00 as reasonable attorneys’ fees and costs of litigation. This amount will be paid by Defendant.

Class Counsel will also ask for Service Awards of up to \$2,500.00 for each of the Class Representatives. Service Awards will also be paid by Defendant.

Excluding Yourself from the Settlement

15. How do I opt out of the Settlement?

If you do not want to be part of the Settlement, you must formally exclude yourself from the Settlement. This is called a Request for Exclusion, and is sometimes also called “opting out.” If you opt out, you will not receive Settlement benefits or payment. However, you will keep any rights you may have to sue Triage or the Released Parties on your own about the Released Claims in this case.

If you exclude yourself, you are telling the Court that you do not want to be part of the Settlement. You will not be eligible to receive any Settlement benefits if you exclude yourself.

The deadline to exclude yourself from the Settlement is July 10, 2026.

To be valid, your Request for Exclusion must have the following information:

- (1) the name of the Litigation: *Anderson, et al. v. Triage LLC d/b/a Triage Staffing*, Case No. 2026CH000002, pending in the Circuit Court of Lasalle County, Illinois, County Department, Chancery Division;
- (2) your full name, mailing address, telephone number, and email address (if any);
- (3) personal signature (an attorney’s signature is not sufficient); and
- (4) the words “Request for Exclusion” or a clear and similar statement that you do not want to participate in the Settlement.

You may only exclude yourself—not any other person.

Mail your Request for Exclusion to the Settlement Administrator at:

Triage Data Incident Settlement
c/o Settlement Administrator
P.O. Box 25226
Santa Ana, CA 92799

Your Request for Exclusion must be submitted, postmarked, or emailed by July 10, 2026.

Commenting on or Objecting to the Settlement

16. How do I tell the Court if I like or do not like the Settlement?

If you are a Settlement Class Member and do not like part or all of the Settlement, you can object to it. Objecting means telling the Court your reasons for why you think the Court should not approve the Settlement. The Court will consider your views.

You cannot object if you have excluded yourself from the Settlement (**see Question 15**)

You must provide the following information for the Court to consider your objection:

- (1) the name of the Litigation: *Anderson, et al. v. Triage LLC d/b/a Triage Staffing*, Case No. 2026CH000002, pending in the Circuit Court of Lasalle County, Illinois, County Department, Chancery Division;
- (2) your full name, mailing address, telephone number, and email address (if any);
- (3) a clear description of all the reasons you object; include any legal support, such as documents, you may have for your objection;
- (4) if you have hired your own lawyer to represent you for this objection, provide their name, bar number, and contact information;
- (5) if you plan on calling witnesses or submitting documents at the Final Approval Hearing, provide a full list of both;
- (6) information that proves that you are a Settlement Class Member (such as a Notice you have received); and
- (7) your signature (or, if you have hired your own lawyer, your lawyer's signature).

For your objection to be valid, it must meet each of these requirements.

To be considered by the Court, you must file your complete objection with the Clerk of Court by July 10, 2026. You must also send a copy of the objection to the Settlement Administrator, Class Counsel, and counsel for Defendant.

Clerk of the Court	Settlement Administrator
Clerk of the Court 119 W. Madison Street Ottawa, IL 61350	Triage Data Incident Settlement c/o Settlement Administrator P.O. Box 25226 Santa Ana, CA 92799

Class Counsel	Counsel for Defendant
Stephen J. Pigozzi STRAUSS BORRELLI PLLC 980 N Michigan Avenue, Suite 1610 Chicago, IL 60611	Michelle R. Gomez BAKER & HOSTETLER LLP 1801 California Street, Suite 4400 Denver, CO 80202

17. What is the difference between objecting and excluding?

Objecting is telling the Court that you do not like something about the Settlement. You can object to the Settlement only if you do not exclude yourself from the Settlement. Excluding yourself from the Settlement is opting out and stating to the Court that you do not want to be part of the Settlement. If you opt out of the Settlement, you cannot object to it because the Settlement no longer affects you.

The Court's Final Approval Hearing

18. When is the Court's Final Approval Hearing?

The Court will hold a Final Approval Hearing on **August 18, 2026 at 9:00 AM Central Time**, via Zoom. The Final Approval Hearing may also be held remotely or by telephone.

At the Final Approval Hearing, the Court will decide whether to approve the Settlement. The Court will also consider Class Counsel's request for Fee Award and Costs, and whether to award Service Awards to the Class Representatives. The Court will also consider any timely and valid objections to the Settlement.

If you are a Settlement Class Member, you or your lawyer may ask permission to speak at the hearing at your own cost (**See Question 16**).

The date and time of this hearing may change without further notice. Please check www.TriageDataSettlement.com for updates.

19. Do I have to come to the Final Approval Hearing?

No. Class Counsel will answer any questions the Court may have. You may attend at your own expense if you wish, but you do not have to.

If you file an objection, you do not have to come to the Final Approval Hearing to talk about it; the Court will consider it as long as it was filed on time. You may also pay your own lawyer to attend, but you do not have to.

If I Do Nothing

20. What happens if I do nothing at all?

If you do nothing, you will not receive a cash benefit or Credit Monitoring Services from this Settlement.

You will also give up the rights described in **Question 8**.

Getting More Information

21. How do I get more information?

This Notice is a summary of the proposed Settlement. The full Settlement Agreement and other related documents are available at the Settlement Website, www.TriageDataSettlement.com.

If you have additional questions, you can ask for free help any time by contacting the Settlement Administrator at:

- Email: info@TriageDataSettlement.com
- Call toll free, 24/7: (833) 386-6562
- By mail: Triage Data Incident Settlement
c/o Settlement Administrator
P.O. Box 25226
Santa Ana, CA 92799

You can obtain copies of publicly filed documents by visiting the office of the Clerk of the Court, 119 W. Madison Street Ottawa, IL 61350.

PLEASE DO NOT CONTACT THE COURT, CLERK OF COURT, OR DEFENDANT'S COUNSEL REGARDING THIS SETTLEMENT