

Eberline v. Douglas J. Holdings

c/o Kroll Settlement Administration

P.O. Box #####

New York, NY #####-####

FIRST-CLASS MAIL  
U.S. POSTAGE PAID  
CITY, ST  
PERMIT NO. XXX

**YOU MAY BE ELIGIBLE FOR A  
PAYMENT UNDER A PROPOSED  
CLASS ACTION SETTLEMENT.**

**Claim Deadline: [Month XX, 2023]**

**TO FILE A CLAIM, VISIT URL ....**

For more information on whether you are eligible to participate in the settlement; to preserve your rights if you do not wish to participate; and for answers to additional questions, please **read this notice** and **VISIT [URL]**.

<<Barcode>>

Class Member ID: <<Refnum>>

<<FirstName>> <<LastName>>

<<Address>>

<<Address2>>

<<City>>, <<ST>> <<Zip>>-<<zip4>>

[BARCODE AREA]

**What is this about?** This class-action lawsuit is known as *Eberline et al. v. Douglas J. Holdings, Inc. et al*, Case No. 5:14-cv-10887. The case is pending before the United States District Court, Eastern District of Michigan and is brought against the Defendants Douglas J. Holdings, Inc., Douglas J. AIC, Inc., Douglas J. Institute, Inc., and Scott A. Weaver. The lawsuit alleges that students should have been paid wages under federal and state wage-and-hour laws when students were required to perform specific cleaning, laundry, restocking, and/or retail sales tasks. The Plaintiffs claim that students should have received wages for the time spent performing these tasks. Defendants deny all allegations of wrongdoing.

The Court has not entered a final decision in favor of the Plaintiffs or the Defendants. Instead, both sides have agreed to the proposed Settlement. By agreeing to the proposed Settlement, the parties avoid the uncertainty of a trial and of further litigation and Class Members receive the benefits described in this notice and online at [URL].

**Who is a Class Member?** You have been identified as a Class Member based upon Defendants' records. A Class Member is any student who attended Defendant Douglas J. Institute, Inc.'s cosmetology programs in Michigan and who participated in the Alpha, Beta, Gamma, and/or Salon Life courses in 2012 through 2022.

**What are the benefits?** The Defendants have agreed to pay \$2,800,000 to a settlement fund to provide payment to eligible Class Members who timely submit a Claim Form; Class Counsel's fees and expenses; Settlement Administration Costs; and Service Awards for the named Plaintiffs. Payments to eligible Class Members are expected to be made shortly after October 2024. Payment details can be found on the Settlement website, [URL],

and in the Settlement Agreement, available on the Settlement website.

### **What are my rights?**

**Do nothing:** If you do nothing, you will not receive payment from the net Settlement Amount and you will lose your right to sue the Defendants in court for these claims in a separate action.

**Participate in the Settlement:** To receive payment from this Settlement, you must file a Claim Form. You can file a claim online or by mail. Your claim must be received or postmarked by [Claim Deadline].

**Exclude Yourself from the Settlement:** You must submit an Opt Out Form to exclude yourself from the Settlement Class and keep any right that you may have to sue the Defendants in court on these same claims. If you submit an Opt Out form, you **will not receive any payment** from this Settlement. All Opt Out Forms must be received or postmarked by [Opt Out Deadline].

**Object to the Settlement:** Objections must be mailed to the Settlement Administrator and must be received or postmarked by [Objection Deadline].

**Further information about filing a claim, excluding yourself, and/or objecting are available on the Settlement website, [URL].**

The Final Approval Hearing will be held at [Courthouse], in Courtroom [Room], on [Hearing Date] at [Time] to determine approval of the Settlement, award of attorneys' fees and expenses plus Service Awards for the original Plaintiffs. The motion for fees and expenses will be posted on the Settlement website after they are filed. Write: Eberline v. Douglas J. Holdings, c/o Kroll Settlement Administration, PO Box ####, New York, NY 10150-5324 for more information.

**This is only a summary. Visit: [URL]**