

COURT AUTHORIZED NOTICE

United States District Court for the Northern District of California

If you were employed as a security employee by Securitas Security Services USA, Inc. and received annual lump-sum vacation pay upon an employment anniversary since October 28, 2010, please read this notice.

A collective action lawsuit may affect your legal rights.

This is a court-authorized notice. This is not a solicitation from a lawyer.

- A former security officer has filed a lawsuit against Securitas Security Services USA, Inc. (“Securitas USA”). The Plaintiff claims that vacation pay paid in a lump-sum annually upon an anniversary of employment is actually a bonus, and that Securitas USA should have counted that bonus in determining the rate used to calculate overtime pay.
- The lawsuit is proceeding as a collective action on behalf of the following class of Securitas USA employees:

All persons throughout the United States, including its territories and possessions:

1. who are or were security employees of Securitas Security Services USA, Inc.;
2. who received annual lump-sum vacation pay upon an anniversary of employment since October 28, 2010; and
3. who were required to be employed on their anniversaries of employment to receive vacation pay.

Attorneys for the parties, any Judge to whom this case is assigned, and their respective staffs and immediate families are excluded from the class.

- The Court has not decided who is right and who is wrong.
- Your legal rights may be affected. To learn more about the lawsuit and your rights and options with respect to the lawsuit, visit <url>.

**Questions? Contact the Administrator at XXX-XXX-XXXX.
DO NOT CONTACT THE COURT**

Notice of Collective Action Certification – *Deatrick v. Securitas Security Systems USA, Inc.*,
United States District Court for the Northern District of California, case no. 3:13-cv-5016 JST