

NOTICE OF SETTLEMENT OF COLLECTIVE ACTION LAWSUIT

[NAME]
[ADDRESS]
[CITY, STATE ZIP]

Circuit Court of the Fifteenth Judicial Circuit in and for Palm Beach County, Florida

If you worked for Teleflex, LLC as an Anesthesia and Emergency Medicine Field Sales Representative, you may be entitled to a payment from the settlement of a collective action lawsuit if you complete and return the enclosed form.

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

- This notice pertains to any Anesthesia and Emergency Medicine field sales representatives, including but not limited to, Associate Sales Representatives, Senior Sales Representatives, Account Managers and Territory Managers engaged in Anesthesia & Emergency Medicine ("AEM") Onboarding training (collectively, "AEM SRs"), hired by Teleflex LLC ("Teleflex" or "Defendant") at any time from April 5, 2020 to April 5, 2023 (the "FLSA Covered Period").
A former AEM SR known as the "Plaintiff" has sued Teleflex in a lawsuit filed as a collective action under the Fair Labor Standards Act ("FLSA") in the Circuit Court of the Fifteenth Judicial Circuit in and for Palm Beach County, Florida. The lawsuit is known as Neal v. Teleflex, LLC, Case No. 50-2023-CA-010966-XXXX-MB. The lawsuit alleges that Teleflex, referred to as the "Defendant," misclassified AEM SRs as exempt employees during initial training and therefore failed to pay Plaintiff and other AEM SRs properly for overtime hours they worked while engaged in AEM Onboarding Training.
Teleflex denies the allegations in the lawsuit and maintains that it at all times properly classified and compensated its AEM SRs. The parties have entered into this settlement solely with the intention to avoid further disputes and litigation with the attendant inconvenience and expense. The Court has not made any ruling on the merits of the Plaintiffs' claims, and no party has prevailed in this action.
Under the allocation formula created by the settlement, you are estimated to receive approximately \$ _____, subject to deductions for applicable taxes. This amount is your pro rata share of the funds identified in Section 2 below. The final amount to which you may be entitled may be higher or lower than the estimated amount.

Your legal rights may be affected, and you have a choice to make now:

Table with 2 columns: Option (RETURN THE CONSENT FORM / DO NOT RETURN THE CONSENT FORM) and Description of the option.

- These rights and options – and the deadlines to exercise them – are explained in this notice.

BASIC INFORMATION

1. What is a collective action?

In a "Collective Action," one or more people called "Named Plaintiffs" sue on behalf of people who have similar claims. The other AEM SRs who have similar claims who opt into the Collective Action will become "Collective Members." You may opt into the Collective Action and participate in the settlement of the lawsuit by signing and returning the enclosed Consent to Join and Release Form.

BENEFITS – WHAT YOU GET

2. What does the settlement provide?

Teleflex has agreed to pay up to \$160,000.00 into a fund to pay Collective Members' settlement payments, Court-approved attorneys' fees and costs of \$12,165.04, a Court-approved General Release Payment totaling \$4,000.00 to the Named Plaintiff who retained Plaintiffs' Counsel before mediation in exchange for a general release of her claims, payroll and other applicable taxes (except for the employer's share of payroll taxes), the Settlement Claims Administrator's fees and costs.

After deducting the requested attorneys' fees and costs, the requested General Release Payment, and the Settlement Claims Administrator's fees and costs, the remaining amount will be divided equally among current and former AEM SRs who are covered by the settlement. Settlement checks which are not cashed within 120 days of issuance will be null and void

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

Based on the formula that has been approved by the Court, in exchange for properly executing and timely returning your Consent to Join and Release Form, you are estimated to receive approximately \$_____, half of which is subject to deductions for applicable taxes and withholdings like any other paycheck, and for which you will receive a W-2; and half of which will be reported on an IRS Form 1099. The final amount to which you may be entitled may be higher or lower than the estimated amount.

The settlement allocation formula is a pro rata calculation based on the number of AEM SRs divided by the settlement fund, after deducting the requested attorneys' fees and costs, the requested General Release Payment, and the Settlement Claims Administrator's fees and costs. The Settlement Agreement contains the exact allocation formula. You may obtain a copy of the Settlement Agreement by following the instructions in Paragraph 9, below.

HOW YOU GET A PAYMENT

4. How can I get my payment?

To get your payment, you must fully complete and sign the enclosed Consent to Join and Release Form and mail it in the enclosed envelope to the Settlement Claims Administrator postmarked no later than October 2, 2023. You may also e-mail, fax, or submit via online submission at the website listed below the Consent to Join and Release Form to the Settlement Claims Administrator, so that it is received no later than October 2, 2023. The Settlement Claims Administrator's complete contact information is:

Teleflex AEM SR Settlement Claims Administrator
Phoenix Settlement Administrators
P.O. Box 7208
Orange, CA 92863
Telephone: (800) 523-5773
Facsimile: (949) 209-2503
Email: notice@phoenixclassaction.com
Website: www.salesretraining.net

If you return a properly completed and signed Consent to Join and Release Form to the Settlement Claims Administrator by the deadline, you will be sent a settlement check after all appeals have been exhausted.

5. When will I get my payment?

You will be sent a check within approximately five (5) months of submitting your Consent to Join and Release Form. Please be patient.

6. What am I giving up to get a payment and join the Collective?

You will not become a member of the Collective Action and participate in the settlement unless you return a properly completed and signed Consent to Join and Release Form by the deadline. Once you become part of the Collective Action, you cannot sue, continue to sue, or be a party in any other lawsuit against Teleflex about any of the claims at issue in this case. Specifically, by becoming a Collective Member, you shall release Teleflex and its current or former owners, officials, directors, officers, shareholders, affiliates, subsidiaries, agents, employee benefit plans, plan administrators, representatives, servants, employees, former employees, attorneys, subsidiaries, parents, divisions, branches, units, successors, predecessors, and assigns (collectively the "Released Parties") from: any and all wage and hour claims that accrued during your employment as an AEM SR while engaged in AEM Onboarding Training for a total of no more than three weeks, relating back to the full extent of the FLSA Covered Period and continuing through April 5, 2023, including, without limitations, all state and federal claims for unpaid overtime wages, and related claims for penalties, interest, liquidated damages, attorneys' fees, costs, and expenses. You will also be enjoined from pursuing such claims in the future. Additionally, all of the Court's orders will apply to you and legally bind you.

THE LAWYERS REPRESENTING YOU

7. Do I have a lawyer in this case?

The Court has decided that the lawyers at the law firm of the Shavitz Law Group, P.A. are qualified to represent you and all Collective Action Members. These lawyers are called "Plaintiffs' Counsel." You will not be charged for these lawyers. You can find more information about Plaintiffs' Counsel at: www.shavitzlaw.com.

Otherwise, if you have any questions, you may contact Plaintiffs' Counsel at:

Gregg I. Shavitz
Paolo C. Meireles
Tamra C. Givens
Shavitz Law Group, P.A.
951 Yamato Rd, Suite 285
Boca Raton, FL 33431
Telephone: (561) 447-8888
SLG@shavitzlaw.com

You do not need to retain your own attorney in order to participate in the settlement. However, if you want to be represented by your own lawyer, you may hire one at your own expense.

8. How will the lawyers be paid?

The Court has approved payment of \$53,333.33 for attorneys' fees for Plaintiffs' Counsel. These fees will compensate Plaintiffs' Counsel for investigating the facts, litigating the case, and negotiating the settlement. The Court also has approved reimbursement to Plaintiffs' Counsel of \$12,165.04 for their out-of-pocket costs.

GETTING MORE INFORMATION**9. Are there more details about the settlement?**

This notice summarizes the proposed settlement. More details are in a Settlement Agreement. If there is any discrepancy between this notice and the Settlement Agreement, the terms of the Settlement Agreement will control. You can obtain a copy of the Settlement Agreement by sending a request in writing, to the Settlement Claims Administrator at the contact information listed in Paragraph 4, above. Alternatively, you can contact your lawyers at Shavitz Law Group, P.A. at the contact information listed at Paragraph 7, above.

DATED: AUGUST 3, 2023