

NOTICE OF CLASS ACTION AND PROPOSED SETTLEMENT

If Teamsters Local Union Nos. 117 and 174 Notified You Of A Data Breach, You May Be Eligible For Benefits From A Class Action Settlement.

This is not a solicitation from a lawyer, junk mail, or an advertisement.

A court authorized this Notice.

This notice summarizes the proposed settlement reached in a lawsuit entitled *In re Teamsters Local Union Nos. 117 and 174 Data Breach Litigation*; Case No. 25-2-21664-1 KNT pending in the Superior Court for the State of Washington in and for King County (“Action”). For the precise terms and conditions of the settlement, please see the Settlement Agreement available at **TLU117and174DataSettlement.com** or by contacting the Claims Administrator at **833-679-9587**.

PLEASE DO NOT TELEPHONE THE COURT OR THE COURT CLERK’S OFFICE
TO INQUIRE ABOUT THIS SETTLEMENT OR THE CLAIM PROCESS.

**This Notice explains the nature of the lawsuit and claims being settled, your legal rights,
and the benefits to the Settlement Class.**

This notice may affect your rights – please read it carefully.

- A Settlement has been reached in the class action lawsuit against Teamsters Local Union No. 117 and Teamsters Local Union No. 174 (collectively the “Defendants” or “Teamsters”). The lawsuit alleges that on June 16, 2025, Teamsters discovered a cybersecurity incident wherein a third party unlawfully breached and gained access to union files containing the Private Information belonging to at least 116,026 individuals. Teamsters maintain that they have meritorious defenses, and were prepared to vigorously defend the Lawsuit. The settlement is not an admission of wrongdoing or an indication that Defendants have violated any laws, but rather the resolution of disputed claims.
- If you received this Notice, you have been identified as a part of the Settlement Class. More specifically, you have been identified as an individual who had Private Information impacted as a result of the Data Breach.
- All Settlement Class Members can receive the following Monetary Relief from the Settlement: (a) Cash payment A - reimbursement for documented ordinary losses of up to \$500, and (b) Cash payment B - reimbursement for documented extraordinary losses of up to \$5,000, or (c) Cash payment C - alternative cash payment of \$55.
- In addition to, and regardless of whether submitting a claim for any form of Monetary Relief, Settlement Class Members may enroll in a three (3) year membership of one-bureau credit monitoring.

YOUR LEGAL RIGHTS & OPTIONS IN THIS SETTLEMENT	
Submit a Claim	You must submit a valid Claim to get monetary relief or credit monitoring from this Settlement. Claim Forms must be submitted online by September 5, 2026 or, if mailed, postmarked no later than September 5, 2026.
Do Nothing	If you do nothing, you will remain in the Settlement Class but will give up your rights to sue and you will not receive monetary relief or credit monitoring benefits.
Exclude Yourself	Withdraw yourself from the Settlement. Get no money. Keep your right to sue. This is the only option that allows you to keep your right to sue about the claims in this Lawsuit. You will not get any money or credit monitoring from the Settlement. Your request to exclude yourself must be postmarked no later than July 22, 2026.
File an Objection	Remain in the Settlement Class, but tell the Court why you think the Settlement should not be approved. Objections must be postmarked no later than July 22, 2026.
Go to a Hearing	You can ask to speak in Court about the fairness of the Settlement, at your own expense. <i>See</i> Question 18 for more details. The Final Approval Hearing is scheduled for August 21, 2026, at 10:30 a.m. and will be held at the King County Superior Court House.

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BASIC INFORMATION

1. How do I know if I am affected by the Lawsuit and Settlement?

You are a Settlement Class Member if you were identified as an individual who has Private Information impacted as a result of the Data Breach discovered by Teamsters, including all who were sent a notice of the Data Breach and do not timely exclude themselves from the Settlement.

This Notice explains the nature of the lawsuit and claims being settled, your legal rights, and the benefits to the Settlement Class.

2. What is this case about?

This case is known as *In re Teamsters Local Union Nos. 117 and 174 Data Breach Litigation*; Case No. 25-2-21664-1 KNT pending in the Superior Court for the State of Washington in King County. The persons who sued are called the “Plaintiffs,” and the entities being sued are Teamsters Local Unions No. 117 and Teamsters Local Unions No. 174, who are known as the “Defendants” or “Teamsters” in this case. Plaintiffs filed the Lawsuit against Defendants, on behalf of themselves and anyone whose Personal Information was potentially impacted as a result of an alleged Data Breach.

On June 16, 2025, Teamsters became aware of a cybersecurity incident wherein a third party unlawfully breached and gained access to union files containing the Private Information belonging to at least 116,026 individuals. Potentially impacted information included names, dates of birth, and Social Security numbers. Teamsters began sending letters notifying the individuals whose Private Information may have been impacted in the Data Breach on July 15, 2025. This Lawsuit was subsequently filed asserting claims against Defendants relating to this Data Breach. Defendants deny any wrongdoing.

3. Why is there a Settlement?

By agreeing to settle, both sides avoid the cost, disruption, and distraction of further litigation. The Plaintiffs, Defendants, and their attorneys believe the proposed Settlement is fair, reasonable, and adequate and, thus, in the best interests for Settlement Class Members. The Court did not decide in favor of the Plaintiff or Defendants. Full details about the proposed Settlement are found in the Settlement Agreement available at [TLU117and174DataSettlement.com](https://www.TLU117and174DataSettlement.com).

4. Why is this a class action?

In a class action, one or more people called a “Class Representative” sue on behalf of all people who have similar claims. All of these people together are the “Settlement Class” or “Settlement Class Members.”

5. How do I know if I am included in the Settlement Class?

You are included in the Settlement Class if you were identified as an individual who had Private Information impacted as a result of the Data Breach, including all who were sent a notice of the Data Breach. If you are not sure whether you are included as a Settlement Class Member, or have any other questions about the Settlement, visit [TLU117and174DataSettlement.com](https://www.TLU117and174DataSettlement.com), call toll-free at **833-679-9587**, or write to Teamsters Data Incident Settlement, c/o Analytics Consulting LLC, P.O. Box 2005, Chanhassen, MN 55317-2005.

THE SETTLEMENT BENEFITS

6. What does this Settlement provide?

The proposed Settlement will provide the following benefits to Settlement Class Members:

Cash Payment A – Ordinary Documented Losses: All Settlement Class Members who submit a valid claim form are eligible for up to **\$500.00** per Settlement Class Member upon presentment of ordinary documented losses for fraud and identity theft related to the Data Breach. Ordinary documented losses may include, without limitation, the following: (a)

unreimbursed costs, expenses, losses or charges incurred as a result of identity theft or identity fraud, falsified tax returns, or other possible misuse of a Settlement Class Member's Private Information; (b) unreimbursed costs incurred on or after June 16, 2025, associated with accessing or freezing/unfreezing credit reports with any credit reporting agency; (c) other unreimbursed miscellaneous expenses incurred related to any ordinary documented loss such as notary, fax, postage, copying, mileage, and long-distance telephone charges; and (d) other mitigative costs fairly traceable to the Data Breach that were incurred on or after June 16, 2025 through date of the Settlement Class Member's claim submission. To receive monetary relief for Ordinary losses, Settlement Class Members must submit a Valid Claim, including supporting documentation, to the Settlement Administrator.

Cash Payment B – Extraordinary Documented Losses: In addition to Cash Payment A, all Settlement Class Members are eligible for up to **\$5,000.00** upon presentment of extraordinary documented losses related to the Data Incident if: (1) the loss is an actual, documented and unreimbursed monetary loss arising out or relating to the Data Breach; (2) the loss is fairly traceable to the Data Breach; (3) the loss occurred between June 16, 2025 and September 5, 2026; (4) the loss is not already covered by one or more of the reimbursement categories listed above; and (5) the Settlement Class Member made reasonable efforts to avoid, or seek reimbursement for, the loss, including but not limited to exhaustion of all available credit monitoring insurance and identity theft insurance. To receive monetary relief for Extraordinary losses, Settlement Class Members must submit a Valid Claim, including supporting documentation, to the Settlement Administrator.

Cash Payment C - Alternative Cash Payment: As an alternative to Cash Payment A and Cash Payment B, a Settlement Class Member may elect to receive Cash Payment C, which is an alternative cash payment in the amount of **\$55.00**. Settlement Class Members who submit a claim for Cash Payment C cannot receive Cash Payment A or Cash Payment B. To receive monetary relief in the form of an Alternative Cash Payment, Settlement Class Members must submit a Valid Claim form, but no documentation is required.

Credit Monitoring and Identity Theft Protection: In addition to, and regardless of whether submitting a claim for any form of Monetary Relief, Settlement Class Members may enroll in a three (3) year membership of one-bureau credit monitoring.

Remedial Relief: As a result of the Data Breach and this Action, Defendants have agreed to provide a confidential declaration on changes and improvements made to their computer systems and internal security protocols to ensure the safeguarding of the Private Information belonging to the Settlement Class, if requested by the Court.

7. How to submit a claim?

All claims will be reviewed by the Claims Administrator for completeness and plausibility. You must file a Claim Form to get money from the proposed Settlement. Claim Forms must be submitted online by **September 5, 2026**, or postmarked no later than **September 5, 2026**. You can submit an online claim or download a Claim Form at **TLU117and174DataSettlement.com**, or you can call the Claims Administrator toll-free at **833-679-9587** to have a Claim Form mailed to you.

8. What am I giving up as part of the Settlement?

If you stay in the Settlement Class, you will be eligible to receive benefits, but you will not be able to sue Teamsters Local Union No. 117 or Teamsters Local Union No. 174, and each entity which is controlled by, controlling or under common control with Defendants and their past, present, and future direct and indirect heirs, assigns, associates, corporations, investors, owners, parents, subsidiaries, affiliates, insurers, reinsurers, divisions, officers, directors, shareholders, Members, agents, servants, employees, partners, predecessors, successors, managers, administrators, executors, and trustees (collectively "Released Parties") regarding the claims made in this case.

The Settlement Agreement, which includes all provisions and definitions about settled claims, releases, and Released Parties, is available at **TLU117and174DataSettlement.com**.

The only way to keep the right to sue is to exclude yourself (*see* Question 10), otherwise you will be included in the Settlement Class, and, if the Settlement is approved, you give up the right to sue for the claims in this case.

9. Will the Class Representatives receive compensation?

Yes. The Class Representatives will receive a service award of up to \$2,000 to compensate them for their services and efforts in bringing the Lawsuit. The Court will make the final decision as to the amount, if any, to be paid to the Class Representatives.

EXCLUDE YOURSELF

10. How do I exclude myself from the Settlement Class?

If you do not want to be included in the Settlement, you must send a timely written request for exclusion, stating your full name, address, telephone number, and email address (if any). Your request for exclusion must be personally signed by you and contain your original signature (or the original signature of a person previously authorized by law, such as a trustee, guardian, or person acting under power of attorney to act on your behalf with respect to a claim or right, such as those in the Lawsuit). Your request must also clearly manifest your intent to be excluded from the Settlement Class.

Your written request for exclusion must be postmarked no later than **July 22, 2026**, to:

Teamsters Data Incident Settlement
c/o Analytics Consulting LLC
P.O. Box 2005
Chanhassen, MN 55317-2005

Instructions on how to submit a request for exclusion are available at **TLU117and174DataSettlement.com** or from the Claims Administrator by calling **833-679-9587**.

If you exclude yourself, you will not be able to receive any monetary relief or credit monitoring from the Settlement, and you cannot object to the Settlement at the Final Approval Hearing. You will not be legally bound by anything that happens in the Lawsuit, and you will keep your right to sue Defendants on your own for the claims that this Settlement resolves.

11. If I do not exclude myself, can I sue later?

No. If you do not exclude yourself from the Settlement, and the Settlement is approved by the Court, you forever give up the right to sue the Released Parties (listed in Question 8) for the claims this Settlement resolves.

12. What happens if I do nothing at all?

If you do nothing, you will be bound by the Settlement if the Court approves it, you will not get any monetary relief or credit monitoring services from the Settlement, you will not be able to start or proceed with a lawsuit, or be part of any other lawsuit against the Released Parties (listed in Question 8) about the settled claims in this case at any time.

THE LAWYERS REPRESENTING YOU

13. Do I have a lawyer in the case?

Yes. The Court has appointed STRAUSS BORRELLI PLLC, SHAMIS & GENTILE P.A., COLE & VAN NOTE, MILBERG COLEMAN BRYSON PHILLIPS GROSSMAN PLLC, SIRI & GLIMSTAD LLP, AND EKSM, LLP (called “Settlement Class Counsel”) to represent the interests of all Settlement Class Members in this case. You will not be charged for these lawyers. If you want to be represented by your own lawyer, you may hire one at your own expense.

14. How will the lawyers be paid?

Settlement Class Counsel will apply to the Court for an award of combined attorneys’ fees, costs, and expenses in an amount not to exceed \$375,000. A copy of Class Counsel’s Motion for Attorneys’ Fees, Costs, Expenses, and Service Award for

Class Representative will be posted on the Settlement Website, TLU117and174DataSettlement.com, before the Final Approval Hearing. The Court will make the final decisions as to the amounts to be paid to Settlement Class Counsel and may award less than the amount requested by Settlement Class Counsel.

OBJECTING TO THE SETTLEMENT

15. How do I tell the Court that I do not like the Settlement?

If you want to tell the Court that you do not agree with the proposed Settlement or some part of it, you must file an objection with the Court telling it why you do not think the Settlement should be approved.

For a written objection to be considered by the Court, the objection must also set forth:

- a) The objector's full name, mailing address, telephone number, and email address (if any);
- b) All grounds for the objection, accompanied by any legal support for the objection known to the objector or objector's counsel;
- c) the number of times the objector has objected to a class action settlement within the five years preceding the date that the objector files the objection, the caption of each case in which the objector has made such objection, and a copy of any orders related to or ruling upon the objector's prior objections that were issued by the trial and appellate courts in each listed case;
- d) the identity of all counsel who represent the objector, including any former or current counsel who may be entitled to compensation for any reason related to the objection to the Settlement and/or Application for Attorneys' Fees, Costs, and Service Award;
- e) the number of times in which the objector's counsel and/or counsel's law firm have objected to a class action settlement within the five years preceding the date of the filed objection, the caption of each case in which counsel or the firm has made such objection and a copy of any orders related to or ruling upon counsel's or the counsel's law firm's prior objections that were issued by the trial and appellate courts in each listed case in which the objector's counsel and/or counsel's law firm have objected to a class action settlement within the preceding five years;
- f) The identity of all counsel (if any) representing the objector, and whether they will appear at the Final Approval Hearing;
- g) a list of all persons who will be called to testify at the Final Approval Hearing in support of the objection (if any);
- h) A statement confirming whether the objector intends to personally appear and/or testify at the Final Approval Hearing; and
- i) The objector's signature (an attorney's signature is not sufficient).

Your Objection must be sent to the Settlement Administrator no later than **July 22, 2026**.

Teamsters Data Incident Settlement
c/o Analytics Consulting LLC
ATTN: Exclusions
P.O. Box 2005
Chanhassen, MN 55317-2005

16. What is the difference between objecting and asking to be excluded?

Objecting is simply telling the Court that you don't like something about the Settlement. You can object only if you stay in the Settlement Class. Excluding yourself is telling the Court that you don't want to be part of the Settlement Class. If you exclude yourself, you have no basis to object because the Settlement no longer affects you.

THE FINAL APPROVAL HEARING

17. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing on **August 21, 2026, at 10:30 a.m.** at the **King County Superior Court House**. The hearing may be moved to a different date, time, or location without additional notice, so it is recommended that you periodically check **TLU117and174DataSettlement.com** for updated information.

At the hearing, the Court will consider whether the proposed Settlement is fair, reasonable, adequate, and is in the best interests of Settlement Class Members, and if it should be finally approved. If there are valid objections, the Court will consider them and will listen to people who have asked to speak at the hearing if the request was made properly. The Court will also consider the award of attorneys' fees, costs, and expenses to Settlement Class Counsel and the request for a Service Award to the Class Representatives.

18. Do I have to come to the hearing?

No. You are not required to attend to the Final Approval Hearing. However, you are welcome to attend the hearing at your own expense.

If you submit an Objection, you do not have to attend the hearing to talk about it. If your objection was submitted properly and on time, the Court will consider it. You also may pay your own lawyer to attend the Final Approval Hearing, but that is not necessary. However, you must follow the requirements for making objections in Question 15, including the requirements for making appearances at the hearing.

19. May I speak at the hearing?

Yes. You can speak at the Final Approval Hearing, but you must ask the Court for permission. To request permission to speak, you must file an objection according to the instructions in Question 15, including all the information required for you to make an appearance at the hearing. You cannot speak at the hearing if you exclude yourself from the Settlement Class.

DO NOTHING

20. What happens if I do nothing?

If you do nothing, you will not get any monetary relief or credit monitoring from the Settlement, you will not be able to sue for the claims in this case, and you release the claims against the Defendants and the Released Parties described in Question No. 8.

GET MORE INFORMATION

21. How do I get more information about the Settlement?

This is only a summary of the proposed Settlement. If you want additional information about this lawsuit, including a copy of the Settlement Agreement, the Complaint, the Court's Preliminary Approval Order, Settlement Class Counsel's Motion for Attorneys' Fees, Costs, Expenses, and Service Award for Class Representative, and more, please visit **TLU117and174DataSettlement.com** or call **833-679-9587**. You may also contact the Claims Administrator at:

Teamsters Data Incident Settlement
c/o Analytics Consulting LLC
P.O. Box 2005
Chanhassen, MN 55317-2005

PLEASE DO NOT ADDRESS ANY QUESTIONS ABOUT THE SETTLEMENT OR LITIGATION TO THE CLERK OF THE COURT, THE JUDGE, DEFENDANTS, OR DEFENDANTS' COUNSEL.