

IMPORTANT LEGAL MATERIALS



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UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF FLORIDA

If you were employed by The Jerome Golden Center for Behavioral Health, Inc. and terminated as a result of a mass layoff or plant closing without cause and without required notice in or around October 2019, a class action lawsuit may affect your rights.

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

- Former employees have sued The Jerome Golden Center for Behavioral Health, Inc (“The Jerome Golden Center”), claiming it violated federal law in conducting a mass layoff of employees without providing employees the required notice under the Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq. (“WARN Act”).
- All former employees of The Jerome Golden Center for Behavioral Health, Inc. who were not given a minimum of 60 days’ written notice of termination and whose employment was terminated during any 90-day period surrounding October 8, 2019 as a result of a “mass layoff” or “plant closing” as defined by the Worker Adjustment and Retraining Notification Act of 1988.
- The Court has not decided whether The Jerome Golden Center for Behavioral Health, Inc. did anything wrong. There is no money available now, and no guarantee there will be. However, your legal rights are affected, and you have a choice to make now:

YOUR LEGAL RIGHTS AND OPTIONS IN THIS LAWSUIT	
DO NOTHING	Stay in this lawsuit. Await the outcome. Give up certain rights. By doing nothing, you keep the possibility of getting money or benefits that may come from a trial or a settlement. But, you give up any rights to sue The Jerome Golden Center for Behavioral Health, Inc. separately about the same legal claims in this lawsuit.
ASK TO BE EXCLUDED	Get out of this lawsuit. Get no benefits from it. Keep rights. If you ask to be excluded and money or benefits are later awarded, you won’t share in those. But, you keep any rights to sue The Jerome Golden Center for Behavioral Health, Inc. separately about the same legal claims in this lawsuit.

- Your options are explained in this notice. To ask to be excluded, you must act before **June 15, 2020**.
- Lawyers must prove the claims against The Jerome Golden Center for Behavioral Health, Inc. at a trial which has not yet been set. If money or benefits are obtained from The Jerome Golden Center for Behavioral Health, Inc, you will be notified about how to ask for a share.
- **Any questions? Read on and visit <https://jeromegoldenlawsuit.com/>.**

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BASIC INFORMATION

1. Why did I get this notice?

The Jerome Golden Center for Behavioral Health, Inc.'s records show that you were terminated or laid off without cause from your employment at The Jerome Golden Center for Behavioral Health, Inc. on or about October 8, 2019, or within 90 days of October 8, 2019, as part of the mass layoff (or plant closing). This notice explains that the Court has allowed, or "certified," a class action lawsuit that may affect you. You have legal rights and options that you may exercise before the Court holds a trial. A trial is to decide whether the claims being made against The Jerome Golden Center for Behavioral Health, Inc. on your behalf, are correct. Judge Robin L. Rosenberg of the United States District Court for the Southern District of Florida is overseeing this class action. The lawsuit is known as *Joyce Jones and Margaret Schnitzer v. The Jerome Golden Center for Behavioral Health, Inc.* Case No: 9:19-cv-81422-RLR.

2. What is this lawsuit about?

This lawsuit is about whether The Jerome Golden Center for Behavioral Health, Inc. violated the WARN Act when it terminated a group of employees. You can find more information about the WARN Act at www.doleta.gov/layoff/warn.cfm.

3. What is a class action and who is involved?

In a class action lawsuit, one or more people called "Class Representatives" (in this case Joyce Jones and Margaret Schnitzer) sue on behalf of other people who have similar claims. The people together are a "Class" or "Class Members." The employees who sued—and all the Class Members like them—are called the Plaintiffs. The company they sued (in this case The Jerome Golden Center for Behavioral Health, Inc.) is called the Defendant. One court resolves the issues for everyone in the Class—except for those people who choose to exclude themselves from the Class.

4. Why is this lawsuit a class action?

The Court decided that this lawsuit can be a class action and move towards a trial because it meets the requirements of Federal Rule of Civil Procedure 23, which governs class actions in federal courts. Specifically, the Court found that:

- There are legal questions and facts that are common to class members;
- Joyce Jones and Margaret Schnitzer's claims are typical of the claims of the rest of the Class;
- Joyce Jones and Margaret Schnitzer and the lawyers representing the Class will fairly and adequately represent the Class' interests;
- The common legal questions and facts are more important than questions that affect only individuals; and
- This class action will be more efficient than having many individual lawsuits.

More information about why the Court is allowing this lawsuit to be a class action is in the Court's Order Certifying the Class, which is available at <https://jeromegoldenlawsuit.com/>.

THE CLAIMS IN THE LAWSUIT

5. What does the lawsuit complain about?

In the lawsuit, the Plaintiffs say that The Jerome Golden Center for Behavioral Health, Inc. terminated the class members without giving sixty days' advanced notice as required by the WARN Act. You can read the Plaintiffs' Complaints at <https://jeromegoldenlawsuit.com/>.

6. How does THE JEROME GOLDEN CENTER answer?

The Jerome Golden Center for Behavioral Health, Inc. denies the allegations that it terminated the class members without giving sixty days' advanced notice as required by the WARN Act and asserts various affirmative defenses. You can read the Defendant's Answer at <https://jeromegoldenlawsuit.com/>.

7. Has the Court decided who is right?

The Court hasn't decided whether The Jerome Golden Center for Behavioral Health, Inc. or the Plaintiffs are correct. By establishing the Class and issuing this Notice, the Court is not suggesting that the Plaintiffs will win or lose this case. The Plaintiffs must prove their claims at a trial. (See "The Trial" below on page 5.)

8. What are the Plaintiffs asking for?

The Plaintiffs are asking for damages in an amount equal to the back pay and benefits for up to a sixty-day period, attorneys' fees and costs.

9. Is there any money available now?

No money or benefits are available now because the Court has not yet decided whether The Jerome Golden Center for Behavioral Health, Inc. did anything wrong, and the two sides have not settled the case. There is no guarantee that money or benefits ever will be obtained. If they are, you will be notified about receiving a share.

WHO IS IN THE CLASS

You need to decide whether you are affected by this lawsuit.

10. Am I part of this Class?

Judge Rosenberg decided that the Class is all former employees of The Jerome Golden Center for Behavioral Health, Inc. who were not given a minimum of 60 days' written notice of termination and whose employment was terminated during any 90-day period surrounding October 8, 2019 as a result of a "mass layoff" or "plant closing" as defined by the Worker Adjustment and Retraining Notification Act of 1988.

11. I'm still not sure if I am included.

If you are still not sure whether you are included, you can get free help at <https://jeromegoldenlawsuit.com/> or by calling or writing the phone number or address listed in question 21.

YOUR RIGHTS AND OPTIONS

You have to decide whether to stay in the Class or ask to be excluded, and you must make this decision by **June 15, 2020**.

12. What happens if I do nothing at all?

You don't have to do anything now if you want to keep the possibility of getting money or benefits from this lawsuit. By doing nothing you are staying in the Class. If you stay in and the Plaintiffs obtain money or benefits, either as a result of a trial or a settlement, you will be notified about your share. Keep in mind that if you do nothing now, regardless of whether the Plaintiffs win or lose, you will not be able to sue, or continue to sue, The Jerome Golden Center for Behavioral Health, Inc.—as part of any other lawsuit—about the same legal claims that are the subject of this lawsuit. This means that if you do nothing, you may only be able to sue for issues unrelated to the WARN Act. You will also be legally bound by all of the Orders the Court issues and judgments the Court makes in this class action.

13. Why would I ask to be excluded?

If you want to maintain your right to be able to bring a separate action for the same legal claims, or already have your own lawsuit against Defendant under the WARN Act and want to continue with it, you need to ask to be excluded from the Class. Excluding yourself from the Class—sometimes called "opting out" of the Class—means that you will not receive any benefit, including money, that the Class might recover as a result of a trial or a settlement in this class action. However, you may then be able to sue or continue to sue Defendant for violations of the WARN Act that occurred or occurs at any time. If you exclude yourself, you also will not be legally bound by the Court's judgments in this class action.

If you start your own lawsuit against The Jerome Golden Center for Behavioral Health, Inc. after you exclude yourself, you'll have to hire and pay your own lawyer for that lawsuit, and you'll have to prove your claims. If you do exclude yourself so you can start or continue your own lawsuit against The Jerome Golden Center for Behavioral Health, Inc., you should talk to your own lawyer soon, because your claims may be subject to a statute of limitations.

14. How do I ask the Court to exclude me from the Class?

To ask to be excluded, you must send an "Exclusion Request" in the form of a letter sent by mail, stating that you want to be excluded from *Joyce Jones and Margaret Schnitzer v. The Jerome Golden Center for Behavioral Health, Inc.* Be sure to include your name and address, and sign the letter. You must mail your Exclusion Request postmarked by **June 15, 2020** to:

**Jerome Golden Center Administrator
c/o Rust Consulting, Inc. – 6949
PO Box 54
Minneapolis, MN 55440-0054**

THE LAWYERS REPRESENTING YOU

15. Do I have a lawyer in this case?

The Court decided that the law firm of Kwall Barack Nadeau PLLC of Clearwater, FL is qualified to represent you and all Class Members. They are called "Class Counsel." They are experienced in handling similar cases against other employers. More information about this law firm, their practice, and their lawyers' experience is available at www.employeerights.com.

16. Should I get my own lawyer?

You do not need to hire your own lawyer because Class Counsel is working on your behalf. But, if you want your own lawyer, you will have to pay that lawyer. For example, you can ask him or her to appear in Court for you if you want someone other than Class Counsel to speak for you.

17. How will the lawyers be paid?

If Class Counsel get money or benefits for the Class, they may ask the Court for fees and expenses. You won't have to pay these fees and expenses. If the Court grants Class Counsel's request, the fees and expenses would be either deducted from any money obtained for the Class or paid separately by The Jerome Golden Center.

TRIAL

The Court may schedule a trial to decide who is right in this case.

18. How and when will the Court decide who is right?

As long as the case isn't resolved by a settlement or otherwise, the Class will have to prove the Plaintiffs' claims at a trial. A trial is currently scheduled to occur during the four-week trial period commencing October 13, 2020 at 9 a.m. During a trial, a Jury or the Judge will hear all of the evidence to help them reach a decision about whether the Plaintiffs or The Jerome Golden Center for Behavioral Health, Inc. are right about the claims in the lawsuit. There is no guarantee that the Plaintiffs will win, or that they will get any money for the Class.

19. Do I have to come to the trial?

If a trial occurs in this case, you do not need to attend the trial. Class Counsel will present the case for the Plaintiffs, and The Jerome Golden Center for Behavioral Health, Inc. will present the defenses. You or your own lawyer are welcome to come at your own expense.

20. Will I get money after the trial?

If the Plaintiffs obtain money or benefits as a result of a trial or a settlement, you will be notified about how to participate. We do not know how long this will take.

GETTING MORE INFORMATION

21. Are more details available?

Visit the website, <https://jeromegoldenlawsuit.com/>, where you will find the Court's Order Certifying the Class, the Complaints that the Plaintiffs submitted, as well as an Exclusion Request form. You may ask questions by calling **(800) 380-6343** or by writing to:

**Jerome Golden Center Administrator
c/o Rust Consulting, Inc. – 6949
PO Box 54
Minneapolis, MN 55440-0054**

DATE: April 15, 2020